

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
08-CA-106706Date Filed  
6/6/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Eliza Bryant Village		b. Tel. No. 216-361-6141
		c. Cell No. 216-361-6141
		f. Fax No. 216-391-1672
d. Address (Street, city, state, and ZIP code) 7201 Wade Park Avenue Cleveland, Ohio 44103	e. Employer Representative Steven J. Moody Sr. Director of Human Resources/Labor Relations	g. e-Mail smoody@elizabryant.org
		h. Number of workers employed 107
i. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home	j. Identify principal product or service Long Term Nursing	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(b) (6), (b) (7)(C) was termination because of (b) (6), (b) (7)(C) union activity.

RECEIVED  
JUN - 6 2013  
NLRB  
REGION 8

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Charlotte Dobbins  
Service Employee International Union / District 1199

## 4a. Address (Street and number, city, state, and ZIP code)

1771 East 30th Street  
Cleveland, Oh 44114

4b. Tel. No. 216-566-0117

4c. Cell No. 216-246-9929

4d. Fax No. 216-566-0192

4e. e-Mail  
cdobbins@seiu1199.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employee International Union / District 1199

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

*Charlotte Dobbins*  
(signature of representative or person making charge)

Charlotte Dobbins Administrative Organiz  
(Print/type name and title or office, if any)

Tel. No. 216-566-0117

Office, if any, Cell No.  
216-566-0117

Fax No. 216-566-0192

e-Mail

Address 1771 East 30th Street

6-6-2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 4942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-106729	6/7/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cleveland Job Corps Center		b. Tel. No. (216) 541-2200 (216) 541-2500
d. Address (street, city, state ZIP code) 13451 Coit Road, Cleveland, OH 44110		c. Cell No.
e. Employer Representative Dante Hale		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Cleveland, OH
i. Type of Establishment (factory, nursing home, hotel) Social Services	j. Principal Product or Service Youth job training	k. Number of workers at dispute location 100

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above named Employer discharged employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

By the Acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 8. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

e-Mail

5-24-13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

RECEIVED  
JUN -7 2013  
NLRB  
REGION 8



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-107081	6/13/13

## INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Fenner Physician Billing & Consulting		b. Tel. No. (330)758-2775
d. Address (street, city, state ZIP code) 8526 South Avenue Poland, Ohio 44514	e. Employer Representative Jaymie Davis, Manager	c. Cell No.
		f. Fax No. (330)758-2787
i. Type of Establishment (factory, nursing home, hotel) Medical Coding & Billing Facility	j. Principal Product or Service Outside Billing for Physicians	g. e-Mail
		h. Dispute Location (City and State) Poland, OH
		k. Number of workers at dispute location 20

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Fenner Physician Billing & Consulting, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

More specifically, the Employer terminated (b) (6), (b) (7)(C) for discussing (b) (6), (b) (7)(C) wages.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		4e. e-Mail (b) (6), (b) (7)(C)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)	
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Cell No. (b) (6), (b) (7)(C)	
(signature or representative or person making charge)	Print Name and Title	Fax No.	
Address: (b) (6), (b) (7)(C)	Date: (b) (6), (b) (7)(C)	e-Mail (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	6-13-2013		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

08-CA-107104

6/13/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

American Axel Manufacturing d/b/a Colfor

b. Tel. No. 330-868-3020

c. Cell No.

330-868-180

f. Fax No.

d. Address (Street, city, state, and ZIP code)

461 David Dean Drive

Minerva, Ohio 44657

e. Employer Representative

Plant Manager David Romano

KEVIN

g. e-Mail

h. Number of workers employed  
Approx. 300

i. Type of Establishment (factory, mine, wholesaler, etc.)

Factory

j. Identify principal product or service

Car parts

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about December 14, 2012, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of American Axel Manufacturing d/b/a Colfor, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2012, it, by its officers, agents and representatives, terminated (b) (6), (b) (7)(C) an employee, because of (b) (6), (b) (7)(C) union activities and/or protected concerted activities and at all times since such date it has refused and does now refuse to reinstate the above-named employee.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) An Individual

B. (Signature of representative or person making charge)

(Print type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

same as above

Address

6/12/13  
(Date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-107183	6/14/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>ARAMARK</b>		b. Tel. No. (216)265-5097
d. Address (street, city, state ZIP code) 5500 Chevrolet Blvd, Parma, OH 44130		c. Cell No.
e. Employer Representative CORINNE JOHNSTON, Facility Manager		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Parma, OH
i. Type of Establishment (factory, nursing home, hotel) Janitorial Company	j. Principal Product or Service Janitorial Services	k. Number of workers at dispute location 60

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about December 19, 2012, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Aramark, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2012, it, by its officers, agents, and representatives, discriminated against, (b) (6), (b) (7)(C) because of activities in behalf of UAW Local 1005 a/w United Automobile Workers, a labor organization, and at all times since such date it has refused and does now refuse to employ the above-named employee. More specifically, the Employer placed (b) (6), (b) (7)(C) on a last chance agreement because of (b) (6), (b) (7)(C) union and/or protected concerted activities, and on (b) (6), (b) (7)(C) 2013 terminated (b) (6), (b) (7)(C).

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge (b) (6), (b) (7)(C) belief.

Tel. No. (b) (6), (b) (7)(C)

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) An  
Individual

Cell No. (b) (6), (b) (7)(C)

(sign (b) (6), (b) (7)(C) of representative or person making charge)

Print Name and Title

Fax No.

Address (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C)

Date: 6-12-13

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER M.U.S.C.3512

## DO NOT WRITE IN THIS SPACE

Case

08-CA-107510

Date Filed

6/18/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Noll-Fisher Inc.

b. Tel. No. (937)394-4181

c. Cell No. (937)394-3301

f. Fax No. (937)538-0904

g. e-Mail

h. Number of workers employed  
6

d. Address (Street, city, state, and ZIP code)

310 West Main Street Anna, OH 45302

e. Employer Representative

Mike and Mark Noll

i. Type of Establishment (factory, mine, wholesaler, etc.)

Contractor

j. Identify principal product or service

Plumbing, Heating, Cooling and Electrical

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (11) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2013 around 4:00 pm (b) (6), (b) (7)(C) unlawfully discharged of (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) union activity.



3. Full name of party filing charge (if labor organization, give full name, including local name and number)

The International Brotherhood of Electrical Workers Local 683

4a. Address (Street and number, city, state, and ZIP code)

23 West 2nd Ave Columbus, OH 43201

4b. Tel. No. (614)294-4786

4c. Cell No. (614)330-0619

4d. Fax No. (614)294-3920

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

  
(signature of representative or person making charge)

Organizer

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.

Fax No.

e-Mail

Address

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-107517	6-19-13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>MENORAH PARK CENTER FOR SENIOR LIVING, INC.</b>		b. Tel. No. <b>(216)831-6500</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>27100 CEDAR RD, BEACHWOOD, OH 44122-1109</b>	e. Employer Representative <b>STEVE RACHELSON Rachelson</b>	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>BEACHWOOD, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>NURSING HOME</b>	j. Principal Product or Service <b>HEALTHCARE</b>	k. Number of workers at dispute location <b>400</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the Employer, by its officers, agents and representatives, terminated (b) (6), (b) (7)(C) a Union Delegate, in retaliation for (b) (6), (b) (7)(C) membership and activities in behalf of SEIU, Local 1199, a labor organization, and at all times since such date it has refused and does now refuse to employ the above-named employee.

Further, on or about (b) (6), (b) (7)(C) 2013 the Employer suspended (b) (6), (b) (7)(C) a Union Delegate, in retaliation for (b) (6), (b) (7)(C) membership and activities in behalf of SEIU, Local 1199.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

**SERVICE EMPLOYEES INTERNATIONAL UNION, DISTRICT 1199**

4a. Address (street and number, city, state, and ZIP code) <b>1771 E 30TH ST, CLEVELAND, OH 44114-4407</b>	4b. Tel. No. <b>(216)566-0117</b>
	4c. Cell No. <b>(216)548-4316</b>
	4d. Fax No. <b>(216)566-0192</b>
	4e. e-Mail <b>ckaufmann@seiu1199.org</b>
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) <b>SERVICE EMPLOYEES INTERNATIONAL UNION</b>	

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief		Tel. No. <b>(216)566-0117</b>
By: <i>Catherine Kaufmann</i> (signature of representative or person making charge)	CATHERINE KAUFMANN, COORDINATOR	Office, if any, Cell No. <b>(216)548-4316</b>
Address: <b>1771 E 30TH ST, CLEVELAND, OH 44114-4407</b>	Date: <i>X 6/19/13</i>	Fax No. <b>(216)566-0192</b>
		e-Mail <b>ckaufmann@seiu1199.org</b>

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

TOTAL P.03

06/18/2013 TUE 10:53 [TX/RX NO 5808] 003

JUN-19-2013 09:03

216 566 0192

96%

P.02



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-107534	6/19/13

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a Name of Employer FULTZ & SON, INC.	b Tel No (419)547-9365	c Cell No
d Address (street, city, state ZIP code) 330 ELM ST, CLYDE, OH 43410-2124	e Employer Representative LARRY FULTZ	f Fax No (419)547-9594
		g e-Mail
		h Dispute Location (City and State)
i Type of Establishment (factory, nursing home, hotel) waste management	j Principal Product or Service waste removal	k Number of workers at dispute location 20
<p>1 The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act</p> <p>2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On about (b) (6), (b) (7)(C) 2013, the Employer, by its officers, agents, and representatives, terminated its employee, (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) activities and support on behalf of the United Food and Commercial Workers, Local 75 and because of (b) (6), (b) (7)(C) activities and support on behalf of Teamsters Local 507.</p> <p>The above-named Employer also terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) previously filed unfair labor practice charges with the National Labor Relations Board.</p>		
3 Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b Tel No (b) (6), (b) (7)(C)	4c Cell No (b) (6), (b) (7)(C)
	4d Fax No (b) (6), (b) (7)(C)	4e e-Mail (b) (6), (b) (7)(C)
5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6 DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel No (b) (6), (b) (7)(C)
By X (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No
(signature of representative or person making charge)	Print Name and Title	Fax No
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Date: X 6-14-13	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

08-CA-107538

Date Filed

6/19/2013

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Fabrication Group, LLC

b. Tel. No.

(216)251-1125

c. Cell No.

(216)496-8080

f. Fax No

(216)251-1135

d. Address (Street, city, state, and ZIP code)

3453 W. 140th St  
Cleveland, Ohio 44111

e. Employer Representative

Hank Kassigkeit

g. e-Mail

hank@fabricationgroup.com

h. Number of workers employed  
10-12

i. Type of Establishment (factory, mine, wholesaler, etc.)

Custom Fabrication Shop & Install (Construction)

j. Identify principal product or service

Custom Metal Fabrication

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)1, 8(a)3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT



3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Sheet Metal Workers Local Union No. 33 - Cleveland District

4a. Address (Street and number, city, state, and ZIP code)

12515 Corporate Drive  
Parma, Ohio 44130

4b. Tel. No.

(216)267-1645

4c. Cell No.

(216)262-1635

4d. Fax No.

(216)433-0513

4e. e-Mail

dcoleman@smwlu33.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Sheet Metal Workers International Association

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

*David Coleman*

(signature of representative or person making charge)

David Coleman

(Print/type name and title or office, if any)

Tel. No

(216)265-9466

Office, if any, Cell No

(216)262-1635

Fax No.

(216)433-0513

e-Mail

dcoleman@smwlu33.org

Address 12515 Corporate Drive, Parma, Ohio 44130

6/19/2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



1. On or about (b) (6), (b) (7)(C) 2013 the Employer, through its officers, agents, and/or representatives, discriminated against employee (b) (6), (b) (7)(C) by unlawfully terminating (b) (6), (b) (7)(C) due to (b) (6), (b) (7)(C) union activities, which interferes with (b) (6), (b) (7)(C) ability to engage in protected concerted activity guaranteed under Section 7 of the Act.
2. On or about (b) (6), (b) (7)(C) 2013 The Employer through its officers, agents, and/or representatives, interfered with, restrained and intimidated and continues to interfere with, restrain, and intimidate employees abilities to engage in protected concerted activities guaranteed under Section 7 of the Act, by unlawfully terminating known Union supporter in front of employees.
3. Since on or about January 28<sup>th</sup> 2013 and at all times thereafter, The employer through its officers, agents, and/or representatives, has coerced, threatened, and intimidated, and continues to coerce, threaten, and intimidate employees with threats of illegal termination and plant closure for Union activity and/or election. As well as give false information about NLRB standards to employees who openly talked about Union activity.
4. On or about June 12, 2013 The employer through its officers, agents, and/or representatives, has intimidated, and interfered with employees abilities to engage in protected concerted activities guaranteed under Section 7 of the Act, by using company agents and/or supervisors to conduct polling and/or surveillance of employees while they are participating in protected concerted activity.
5. On or about (b) (6), (b) (7)(C) 2013 The employer through its officers, agents, and/or representatives, has discriminated against employee (b) (6), (b) (7)(C) and continues to discriminate against employee (b) (6), (b) (7)(C) by the disparate treatment against (b) (6), (b) (7)(C) for his Union activities in regards to rehire and/or availability of other positions within the company.

By the Acts set forth above and by other acts and conduct, the employer, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed under Section 7 of the Act.





INTERNET  
FORM NLRB-501  
(11-94)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
08-CA-107551Date Filed  
6/19/13

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Lincoln Manufacturing of Ohio, Inc.		b. Number of Workers Employed 100
c. Address (street, city, State, ZIP, Code) 777 South Wooster Avenue Strasburg, OH 44680	d. Employer Representative Eric Norton	e. Telephone No. 330-878-7772 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Machine Shop	g. Identify Principal Product or Service Welded Pipe Couplings & Pipe	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1a) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about June 10, 2013, (b) (6), (b) (7)(C) was involved with organizing the plant (b) (6) has been unfairly disciplined for (b) (6) union activities. The Company has engaged in unfair labor practices.



By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

## 4a. Address (street and number, city, State, and ZIP Code)

4069 Bradley Circle NW, Canton, OH 44718

## 4b. Telephone No.

330-472-8641

## Fax No.

330-493-7870

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

  
(Signature of representative or person making charge)

USW Staff Representative

(Title, if any)

Address

4069 Bradley Circle NW, Canton, OH 44718 Frank Buzaki

Fax No. 330-493-7870

330-472-8641

(Telephone No.)

June 19, 2013

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-107677	June 21, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer FORD MOTOR COMPANY		b. Tel. No. (216)676-7571
		c. Cell No.
d. Address (street, city, state ZIP code) 17601 BROOKPARK RD, BROOK PARK, OH 44142-1518	e. Employer Representative Charlie Binger	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) , Brookpark, Ohio
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Automobile Parts	k. Number of workers at dispute location 100+

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the last six months, the Employer discriminated against employee by refusing to award Charging Party the position of (b) (6), (b) (7)(C) in order to discourage union activities or membership. The Employer's actions were discriminatory and arbitrary.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

By:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(signature) or representative or person making charge)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date: June 21, 2013

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

08-CA-107777

Date Filed

6/24/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Noll-Fisher, Inc.

b. Tel. No. 937-394-4181

c. Cell No. 937-394-3301

f. Fax No. 937-538-0904

g. e-Mail

h. Number of workers employed  
6

d. Address (Street, city, state, and ZIP code)

310 West Main Street, Anna, Ohio 45302

e. Employer Representative

Mike Noll or Mark Noll

i. Type of Establishment (factory, mine, wholesaler, etc.)

Electrical Contractor

j. Identify principal product or service

HVAC, Plumbing and Electrical Contractor

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (1) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about June 14, 2013, it, through its officers, agents, and representatives, has interfered with, restrained and coerced, and is interfering with, restraining and coercing employees of Noll-Fisher, Inc. in the exercise of their rights guaranteed in Section 7 of the said Act by implementing a policy which proves discriminatory to Union members and or sympathizers.

On or about June 14, 2013 the above named employer changed terms and conditions of employment by requiring employees (b) (6), (b) (7)(C) to hand deliver (b) (6), (b) (7)(C) time card to the shop on (b) (6), (b) (7)(C) own time, no longer allowing employees (b) (6), (b) (7)(C) to take company truck to lunch and by implementing a dress code which does not allow wearing of shirts with union insignia. By the above and other acts, the above named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the act.

## 3. Full name of party filing charge (If labor organization, give full name, including local name and number)

International Brotherhood of Electrical Workers Local 683

4a. Address (Street and number, city, state, and ZIP code)

23 West 2nd Avenue, Columbus, Ohio 43201

RECEIVED  
JUN 24 2013  
NLRB  
REGION 8

4b. Tel. No. 614-294-4786

4c. Cell No. 614-330-0619

4d. Fax No. 614-294-3920

4e. e-Mail  
dusting@ibew683.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Electrical Workers

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

*Dustin Gockenbach*  
(signature of representative or person making charge)

Dustin Gockenbach, Organizer

(Print/type name and title or office, if any)

Tel. No. 614-294-4786

Office, if any, Cell No.  
614-330-0619

Fax No. 614-294-3920

e-Mail  
dusting@ibew683.org

23 West 2nd Avenue, Columbus, Ohio

June, 24, 2013

(date)

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

08-CA-107781

Date Filed

6/24/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Noll-Fisher, Inc.

b. Tel. No. 937-394-4181

c. Cell No. 937-394-3301

f. Fax No. 937-538-0904

g. e-Mail

h. Number of workers employed  
6

d. Address (Street, city, state, and ZIP code)

310 West Main Street, Anna, Ohio 45302

e. Employer Representative

Mike Noll or Mark Noll

i. Type of Establishment (factory, mine, wholesaler, etc.)

Electrical Contractor

j. Identify principal product or service

HVAC, Plumbing and Electrical Contractor

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (1)

of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about June 13, 2013, it, through its officers, agents, and representatives, has interfered with, restrained and coerced, and is interfering with, restraining and coercing employees of Noll-Fisher, Inc. in the exercise of their rights guaranteed in Section 7 of the said Act.

On or about June 13, 2013 Owners Mark and Mike Noll visited the Marysville, Ohio job site taking pictures of employees attire, taking pictures of employees, going through employees (b) (6), (b) (7)(C) company truck making claims of tools lost or stolen tools in an attempt to intimidate and coerce employees of Noll-Fisher. No other trucks were searched. By the above and other acts, the above named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Electrical Workers Local 683

4a. Address (Street and number, city, state, and ZIP code)

23 West 2nd Avenue, Columbus, Ohio 43201

RECEIVED  
JUN 24 2013  
NLRB  
REGION 8

4b. Tel. No. 614-294-4786

4c. Cell No. 614-330-0619

4d. Fax No. 614-294-3920

4e. e-Mail  
dusting@ibew683.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Electrical Workers

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

*Dustin Gockenbach*  
(signature of representative of person making charge)

Dustin Gockenbach, Organizer

(Print type name and title or office, if any)

Tel. No. 614-294-4786

Office, if any, Cell No.  
614-330-0619

Fax No. 614-294-3920

e-Mail  
dusting@ibew683.org

23 West 2nd Avenue, Columbus, Ohio

June, 24, 2013

(date)

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-501  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**Case  
08-CA-107782Date Filed  
6/24/13**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Noll-Fisher, Inc.

b. Tel. No. 937-394-4181

c. Cell No. 937-394-3301

f. Fax No. 937-538-0904

d. Address (Street, city, state, and ZIP code)

310 West Main Street, Anna, Ohio 45302

e. Employer Representative

Mike Noll or Mark Noll

g. e-Mail

h. Number of workers employed  
6

i. Type of Establishment (factory, mine, wholesaler, etc.)

Electrical Contractor

j. Identify principal product or service

HVAC, Plumbing and Electrical Contractor

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about June 14, 2013, it, through its officers, agents, and representatives, has interfered with, restrained and coerced, and is interfering with, restraining and coercing employees of Noll-Fisher, Inc. in the exercise of their rights guaranteed in Section 7 of the said Act.

On or about June 14, 2013 the above named employer searched the Company trucks of (b) (6), (b) (7)(C) after being notified that these employees had authorized Local 683 to represent them as their exclusive bargaining representative. No other company trucks were searched. By the above and other acts, the above named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

International Brotherhood of Electrical Workers Local 683

4a. Address (Street and number, city, state, and ZIP code)

23 West 2nd Avenue, Columbus, Ohio 43201

RECEIVED  
JUN 24 2013  
NLRB  
REGION 8

4b. Tel. No. 614-294-4786

4c. Cell No. 614-330-0619

4d. Fax No. 614-294-3920

4e. e-Mail  
dusting@ibew683.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

International Brotherhood of Electrical Workers

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Dustin Gockenbach  
(Signature of representative or person making charge)

Dustin Gockenbach, Organizer

(Print/type name and title or office, if any)

Tel. No. 614-294-4786

Office, if any, Cell No.  
614-330-0619

Fax No. 614-294-3920

e-Mail  
dusting@ibew683.org

Address 23 West 2nd Avenue, Columbus, Ohio

June, 24, 2013  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(7-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

08-CA-107784

6/24/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Noll-Fisher, Inc.

b. Tel. No. 937-394-4181

c. Cell No. 937-394-3301

f. Fax No. 937-538-0904

g. e-Mail

h. Number of workers employed  
6

d. Address (Street, city, state, and ZIP code)

310 West Main Street, Anna, Ohio 45302

e. Employer Representative

Mike Noll or Mark Noll

i. Type of Establishment (factory, mine, wholesaler, etc.)

Electrical Contractor

j. Identify principal product or service

HVAC, Plumbing and Electrical Contractor

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (1) (3)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about June 13, 2013 it by its Officers and Representatives established a policy which proves discriminatory to union members and or sympathizers.

On or about June 13, 2013 Noll-Fisher representatives Mark and Mike Noll appeared at the Marysville, Ohio job site and instructed employees (b) (6), (b) (7)(C) to leave the job site, change their union insignia shirts prior to coming back on project. (b) (6), (b) (7)(C) had never been informed of any company policy regarding the wearing of union insignia.

By the above and other acts, the above named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Electrical Workers Local 683

4a. Address (Street and number, city, state, and ZIP code)

23 West 2nd Avenue, Columbus, Ohio 43201

4b. Tel. No. 614-294-4786

4c. Cell No. 614-330-0619

4d. Fax No. 614-294-3920

4e. e-Mail  
dusting@ibew683.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Electrical Workers

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

  
 (signature of representative or person making charge)

Dustin Gockenbach, Organizer

(Print type name and title or office, if any)

Tel. No. 614-294-4786

Office, if any. Cell No.  
614-330-0619

Fax No. 614-294-3920

e-Mail  
dusting@ibew683.org

23 West 2nd Avenue, Columbus, Ohio

June, 24, 2013

(date)

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-601  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

08-CA-107851

06/24/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

UT-AAUP (University of Toledo-American Association of University Professors)

b. Tel. No. 419-530-7270

c. Cell No. none

f. Fax No. 419-530-7271

d. Address (Street, city, state, and ZIP code)

2801 W. Bancroft St.

UH 5150 A-C

Toledo, Ohio 43608

e. Employer Representative

Harvey Wolff, president of the board

g. e-Mail

saup@ut-aaup.com

h. Number of workers employed  
(3)

i. Type of Establishment (factory, mine, wholesaler, etc.)

Labor Union

j. Identify principal product or service

Labor relations services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) 2013, I was terminated due to the activity of trying to unionize. My supervisor, (b) (6), (b) (7)(C) and I had been in contact with UAW, including representative (b) (6), (b) (7)(C) was later placed on unpaid leave on (b) (6), (b) (7)(C) 2013; (b) (6), (b) (7)(C) was terminated two months after that

RECEIVED  
JUN 24 2013  
NLRB  
REGION 8

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

## 8. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(signature of representative or person making charge)

(b) (6), (b) (7)(C)

(Print name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

June 24, 2013

(date)

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case  
08-CA-107981Date Filed  
6/26/2013**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Noll-Fisher, Inc.

b. Tel. No. 937-394-4181

c. Cell No. 937-394-3301

f. Fax No. 937-538-0904

d. Address (Street, city, state, and ZIP code)  
310 West Main Street, Anna, Ohio 45302e. Employer Representative  
Mike Noll or Mark Noll

g. e-Mail

h. Number of workers employed  
6i. Type of Establishment (factory, mine, wholesaler, etc.)  
Electrical Contractorj. Identify principal product or service  
HVAC, Plumbing and Electrical Contractor

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (1) (3) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about June 13, 2013, it, through its officers, agents, and representatives, has established and maintained a hiring policy which proves discriminatory to Union members and or sympathizers.

On or about (b) (6), (b) (7)(C) 2013 Representatives of Noll-Fisher implemented and introduced a Company handbook/policy and Drug Free Workplace program to employees (b) (6), (b) (7)(C) These employees were disciplined, received a written warning for violating the company dress code by wearing union insignia. These were the only employees who were required this date to attend meeting and sign policy.

By the above and other acts, the above named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

International Brotherhood of Electrical Workers Local 683

4a. Address (Street and number, city, state, and ZIP code)

23 West 2nd Avenue, Columbus, Ohio 43201

4b. Tel. No. 614-294-4786

4c. Cell No. 614-330-0619

4d. Fax No. 614-294-3920

4e. e-Mail  
dusting@ibew683.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

International Brotherhood of Electrical Workers

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(Signature of representative or person making charge)

Dustin Gockenbach, Organizer

(Print/type name and title or office, if any)

Tel. No. 614-294-4786

Office, if any, Cell No.  
614-330-0619

Fax No. 614-294-3920

e-Mail  
dusting@ibew683.org

Address 23 West 2nd Avenue, Columbus, Ohio

June 24, 2013  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-108498	7-3-13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer HUMILITY OF MARY HEALTH PARTNERS d/b/a ST. ELIZABETH HEALTH CENTER		b. Tel. No. (330)480-2377
d. Address (street, city, state ZIP code) 1044 BELMONT AVE YOUNGSTOWN, OH 44501		c. Cell No.
e. Employer Representative PORFERIO ESPARRA		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) YOUNGSTOWN, OH
i. Type of Establishment (factory, nursing home, hotel) HOSPITAL	j. Principal Product or Service MEDICAL CARE	k. Number of workers at dispute location 200+

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by issuing an indefinite suspension because of (b) (6), (b) (7)(C) union and/or other protected concerted activities, including filing grievances under a union contract.

On or about (b) (6), (b) (7)(C) 2013, the above named Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) employment because of (b) (6), (b) (7)(C) union and/or other protected concerted activities, including filing grievances under a union contract.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
By: <input checked="" type="checkbox"/> (b) (6), (b) (7)(C) <input type="checkbox"/> (b) (6), (b) (7)(C) INDIVIDUAL	Office, if any, Cell No.	
(signature of representative or person making charge) Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Print Name and Title Date: X 7-3-13	Fax No. e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-108638	7/3/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer UT-AAUP (University of Toledo- American Association of University Professors)		b. Tel. No. (419)530-7270
d. Address (street, city, state ZIP code) 2801 West Bancroft Street UH 5150 A-C Toledo, OH 43606		c. Cell No.
e. Employer Representative Harvey Wolff, President		f. Fax No. (419)5307271
		g. e-Mail aaup@ut-aaup.cpm
		h. Dispute Location (City and State) Toledo, Ohio
i. Type of Establishment (factory, nursing home, hotel) Labor Union	j. Principal Product or Service Labor Relations Services	k. Number of workers at dispute location 3

I The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about January 20, 2013, the above named employer, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of UT-AAUP, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2013, the above named employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or protected, concerted activities.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

**6. DECLARATION:** I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell No. (b) (6), (b) (7)(C)
(signature of representative or person making charge)	Print Name and Title	Fax No.
Address: 2465 Scottwood Avenue, OH 43620	Date: 7-3-2013	e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PROHIBITED STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practices and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
 NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

INSTRUCTIONS:

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 NLRB  
 REGION 8

DO NOT WRITE IN THIS SPACE

Case

Date Filed

08-CA-108651

7/8/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Professional Transportation, Inc.

CLEVELAND, OH

b. Tel No

1-877-626-1263

c. Cell No.

d. Address (street, city, state ZIP code)

1920 W. Robb Avenue, Lima, OH  
458053700 W. Morgan Ave., Evansville, IN  
47715

e. Employer Representative

Don Hooks, Branch Manager (Lima)

Dave Richey, Deputy Dir. of  
Operations (IN)

f. Fax No

g. e-Mail

h. Dispute Location (City and State)  
Lima, OHi. Type of Establishment (factory, nursing home,  
hotel)  
Van Transportation

j. Principal Product or Service

Driving railroad crews

k. Number of workers at dispute location  
About 20

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) (and list subsections) (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer, by its officers, agents, and representatives, by the acts set for the below, has interfered with, restrained and coerced employees in the free exercise of rights guaranteed by Section 7 of the Act.

See Attached Sheet

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Professional &amp; Service Employees Union, Local 1222

4a. Address (street and number, city, state, and ZIP code)

721 Albert Street  
Lima, OH 45801

4b. Tel No

4c. Cell No

567-825-2683

4d. Fax No

4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel No

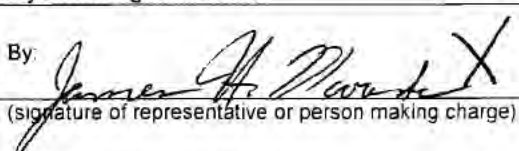
Cell No.

Same as above

Fax No. N/A

e-Mail

By:

  
 (signature of representative or person making charge)

James Moore, Steward

Print Name and Title

Address: same as above

Date:

6-28-13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Allegations to the Charge:

In March/April of 2013, the Employer, through (b) (6), (b) (7)(C) interrogated employees about engaging in union and/or protected concerted activity.

In April 2013, the Employer, through (b) (6), (b) (7)(C) threatened employees with unspecified reprisals for engaging in union and/or protected concerted activity.

In April 2013, the Employer, through (b) (6), (b) (7)(C) threatened an employee with termination if (b) (6), (b) (7)(C) engaged in union activity.

On or about May 16, 2013, the Employer, through (b) (6), (b) (7)(C) threatened employees with discharge if they engage in union and/or protected concerted activity and/or contact the Labor Board.

On or about May 16, 2013, the Employer, through (b) (6), (b) (7)(C) threatened to retaliate against employees in order to discourage them from engaging in union and/or protected concerted activity.

Around mid-May, 2013, the Employer, through (b) (6), (b) (7)(C) unlawfully discouraged employees from engaging in union and/or protected concerted activity.

By the acts set forth in the paragraphs above and by other acts and conduct, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees of the exercise of their rights guaranteed in Section 7 of the Act.

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CLEVELAND, OHIO



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-109051	7-15-13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a Name of Employer SMWIA #33 Akron JATC		b Tel. No. (330)605-8813
		c Cell No. (330)605-8813
d Address (street, city, state ZIP code) 1890 Venture Circle, Massillon, OH 44646	e Employer Representative Brad Klausner	f Fax No
		g e-Mail
		h Dispute Location (City and State) Massillon, OH
i Type of Establishment (factory, nursing home, hotel) Union	j Principal Product or Service Employee Representation	k Number of workers at dispute location 5

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the above named employer, by its officers, agents and representatives, laid off employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities, and at all times since such date it has refused and does now refuse to employ the above-named employee.

By the Acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

**3 Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)		4b Tel. No. (b) (6), (b) (7)(C)
4a Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c Cell No.
		4d Fax No
		4e e-Mail

**5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6 DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: X (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
(signature of representative of person making charge)	Print Name and Title	Office, if any, Cell No.
Address (b) (6), (b) (7)(C)	Date: 7/9/13	Fax No
(b) (6), (b) (7)(C)		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

RECEIVED  
NLRB  
REGION 8

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-109171	7/16/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer MIDWEST TERMINALS OF TOLEDO INTERNATIONAL, INC. CLEVELAND, OHIO		b. Tel. No. (419)697-2715
		c. Cell No. (419)467-8973
d. Address (street, city, state ZIP code) 3518 SAINT LAWRENCE DR, TOLEDO, OH 43605-1079	e. Employer Representative TERRY LEACH	f. Fax No. (419)697-2744
		g. e-Mail terry.leach@mwtti.com
		h. Dispute Location (City and State) TOLEDO, OH
i. Type of Establishment (factory, nursing home, hotel) CARGO	j. Principal Product or Service LOADING AND UNLOADING CARGO	k. Number of workers at dispute location 40

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about June 13, 2013, and several times thereafter, the Employer has refused to assign work and pay (b) (6), (b) (7)(C) when (b) (6), (b) (7)(C) was designated to be the Union Steward in violation of past practice and the collective bargaining agreement between the Employer and Local 1982, International Longshoremen's Association, AFL-CIO.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.****4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

**Tel. No.**

(b) (6), (b) (7)(C)

By: (b) (6), (b) (7)(C)

(signature of representative of person making charge)

(b) (6), (b) (7)(C)

Print Name and Title

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date:

7-10-13

Office, if any, Cell No.

Fax No.

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case

08-CA-109173

Date Filed

7-16-13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Toledo Wire Products, Inc.

b. Tel. No. 419-729-5446

c. Cell No.

f. Fax No. 419-729-0241

g. e-Mail

h. Number of workers employed  
4

d. Address (Street, city, state, and ZIP code)

3601 S. Expressway Drive

Toledo, Ohio 43608-1591

e. Employer Representative

Ann E. Obertacz

i. Type of Establishment (factory, mine, wholesaler, etc.)

Factory

j. Identify principal product or service

Wire products

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

The employer and the Union have had collective bargaining agreements for many years. The most recent collective bargaining agreement expired May 31, 2013. The employer informed the Union that it intended to close the business. The company has failed to bargain in good faith about the effects of the closing. The employer has also refused to recognize the Union as the bargaining representative of the employees who continue to work at the facility and has made unilateral changes in the terms and conditions of employment of those employees including refusal to pay pension contributions.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

United Automobile, Aerospace and Agricultural Implement Workers of America, Local 12

4a. Address (Street and number, city, state, and ZIP code)

2300 Ashland Avenue

Toledo, Ohio 43620

RECEIVED  
JUL 16 2013  
NLRB  
D.A.G.

4b. Tel. No. 419-241-9126

4c. Cell No.

4d. Fax No. 419-241-4070

4e. e-Mail

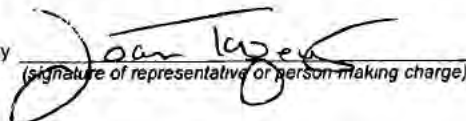
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Union, United Automobile, Aerospace and Agricultural Implement Workers of America

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

  
(signature of representative or person making charge)

Joan Torzewski

(Print/type name and title or office, if any)

Tel. No. 419-243-1105

Office, if any, Cell No.

Fax No. 419-243-8953

e-Mail  
toledolaw@aol.com.

Address Two Maritime Plaza, 3rd Fl., Toledo, OH 43604

July 11, 2013  
(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB 501  
(2-09)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**Case  
08-CA-109370Date Filed  
7-18-13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  
Graphic Packaging Holding Company

b. Tel. No. 330-339-3311

c. Cell No. 816-489-2812

f. Fax No. 330-777-5820

d. Address (Street, city, state, and ZIP code)

2127 Reiser Avenue, SE  
New Philadelphia, OH 44663

e. Employer Representative

Jim Villano, Plant Manager

g. e-Mail

h. Number of workers employed  
228i. Type of Establishment (factory, mine, wholesaler, etc.)  
Factoryj. Identify principal product or service  
Paper Products

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) Section 7 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

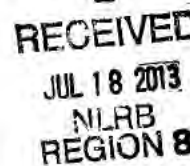
## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about February 8, 2013, it, through its officers, agents, and representatives, have interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) (7)(C) rights guaranteed under Section 7 of the Act. Specifically, (b) (6), (b) (7)(C) for being (b) (6), (b) (7)(C) has been and continues to be singled-out for unwarranted disciplinary action and threatened with additional disciplinary action while in the performance of (b) (6), (b) (7)(C) protected union activities.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers International Union and its Local 1974

4a. Address (Street and number, city, state, and ZIP code)

4069 Bradley Circle, NW  
Canton, OH 44718


4b. Tel. No. 330-493-7721

4c. Cell No. 330-319-3103

4d. Fax No. 330-493-7870

4e. e-Mail  
gthompson@usw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Int'l

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



Gary Thompson, USW Staff Rep.

(Print/type name and title or office, if any)

Tel. No. 330-493-7721

Office, if any, Cell No.  
330-319-3103

Fax No. 330-493-7870

e-Mail  
gthompson@usw.org

Address 4069 Bradley Circle, NW Canton, OH 44718

7-18-13

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-109401	7/18/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer MIDWEST TERMINALS OF TOLEDO INTERNATIONAL, INC.		b. Tel. No. (419)697-2743	
		c. Cell No. (419)351-9028	
d. Address (street, city, state ZIP code) 3518 SAINT LAWRENCE DR. TOLEDO, OH 43605-1079	e. Employer Representative CHRISTOPHER W. BLAKELY		f. Fax No. (419)697-2744
			g. e-Mail chris.blakely@mwtti.com
			h. Dispute Location (City and State) TOLEDO, OH
i. Type of Establishment (factory, nursing home, hotel) SHIPPING	j. Principal Product or Service CARGO UNLOADING AND LOADING		k. Number of workers at dispute location 50
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On or about January 22, 2013 and continuously thereafter, the Employer has failed to assign and pay (b) (6), (b) (7)(C) when (b) (6), (b) (7)(C) has been designated to be the Union Steward on certain dates, as provided by past practice and the collective bargaining agreement between the Employer and Local 1982, Longshoremen's Association, AFL-CIO.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I (b) (6), (b) (7)(C) read the above charge and that the statements are true to the best of my knowledge (b) (6), (b) (7)(C) believe (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
By X (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. 8	
(signature of representative or person making charge)	Print Name and Title	Fax No.	
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Date X 7-8-13	e-Mail	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
1-001UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

08-CA-109404

7/18/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Red Roof Inn

b. Tel. No.

330-644-1148

c. Cell No.

d. Address (Street, city, state, and ZIP code)

2934 S Arlington  
Akron OH 44312

e. Employer Representative

Dale Harrington

f. Fax No.

330-644-6554

g. e-Mail

10207@redroof.com

h. Number of workers employed

i. Type of Establishment (factory, mine, wholesaler, etc.)

Hotel

j. Identify principal product or service

Sell rooms

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I was employed for yrs by the company. I became ill and was hospitalized on two occasions - (b) (6), (b) (7)(C) 2013. Working third shift was very hard on me and I thought I found another job and put in my notice, offering to work 2nd shift positions plus 3 earlier shifts. The other job offer fell through - and I went to (b) (6), (b) (7)(C) and said I could not quit. I needed the job and the benefits and even said that I would stay on 3rd shift. (b) (6), (b) (7)(C) refused, saying I didn't need me but has since hired a new person And knowing (b) (6), (b) (7)(C) was firing someone for the ft.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(Signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

(date)

7-15-13

Tel. No.

Office, if any, Cell No.

Fax No.

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



JUL-18-2013 12:40

NLRB REGION 8

P.04/04

Form NLRB - 501 (2-06)

**UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**  
Keep this copy for yourself.

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-109427	7/18/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practices occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>REPUBLIC SPECIAL METALS, INC.</b>		b. Tel. No. <b>(330) 580-9600</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>2201 HARRISON AVE SW, CANTON, OH 44706-3076</b>	e. Employer Representative <b>Plant Manager Bill Boggs</b>	f. Fax No. <b>(330) 456-3732</b>
		g. e-Mail
		h. Dispute Location (City and State) <b>Canton OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Steel Mill</b>	j. Principal Product or Service <b>Steel</b>	k. Number of workers at dispute location <b>- 50</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2013 the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) in order to discourage union activities or membership.

3. Full name of party filing charge (if labor organization, give full name, including local union number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)



4b. Tel. No.  
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

N/A

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: Xr (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Tel. No.  
(b) (6), (b) (7)(C)

Office, if any, Cell No.

(signature of representative of person making charge)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date: Xr

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Collection of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

TOTAL P.04






UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-109484	July 19, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT																																															
a. Name of Employer <b>SHEFFIELD STEEL PRODUCTS, INC.</b>		b. Tel. No. <b>(330)468-0091</b>																																													
d. Address (street, city, state ZIP code) <b>355 LEDGE ROAD, MACEDONIA, OH 44056</b>		c. Cell No.																																													
e. Employer Representative <b>GREGG GOLDBERG, Plant Manager</b>		f. Fax No. <b>(330)467-1708</b>																																													
		g. e-Mail <b>gmgoldberg@sheffieldsteel.net</b>																																													
		h. Dispute Location (City and State) <b>Macedonia, OH</b>																																													
i. Type of Establishment (factory, nursing home, hotel) <b>Factory</b>	j. Principal Product or Service <b>Process Steel</b>	k. Number of workers at dispute location <b>25</b>																																													
<p>l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Since on or about June 25, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Sheffield Steel, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.</p> <p>Since on or about June 25, 2013, and at all times thereafter, it, by its officers, agents, and representatives, has refused to bargain collectively with Teamsters Local Union No. 507, a labor organization chosen by a majority of its employees in an appropriate unit, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other terms and conditions of employment, by making unilateral changes to the grievance procedure.</p> <p>By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.</p> <p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>TEAMSTERS LOCAL 507 AWW INTERNATIONAL BROTHERHOOD OF TEAMSTERS</b></p> <tr> <td colspan="2">4a. Address (street and number, city, state, and ZIP code) <b>5425 WARNER RD, UNIT 7, CLEVELAND, OH 44125-1146</b></td> <td colspan="2">4b. Tel. No. <b>(216)328-0111</b></td> </tr> <tr> <td colspan="2"></td> <td colspan="2">4c. Cell No. <b>(216)288-7290</b></td> </tr> <tr> <td colspan="2"></td> <td colspan="2">4d. Fax No. <b>(216)328-5655</b></td> </tr> <tr> <td colspan="2"></td> <td colspan="2">4e. e-Mail <b>armixon@teamsterslocal507.com</b></td> </tr> <tr> <td colspan="4">5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</td> </tr> <tr> <td colspan="2">6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</td> <td colspan="2">Tel. No. <b>(216)328-0111</b></td> </tr> <tr> <td colspan="2">By:  (signature of representative or person making charge)</td> <td colspan="2">Office, <b>(216)288-7290</b></td> </tr> <tr> <td colspan="2">Address: <b>5425 WARNER RD, UNIT 7, CLEVELAND, OH 44125-1146</b></td> <td colspan="2">Print Name and Title <b>ALBERT R. MIXON, Secretary-Treasurer</b></td> </tr> <tr> <td colspan="2"></td> <td colspan="2">Fax No. <b>(216)328-5655</b></td> </tr> <tr> <td colspan="2"></td> <td colspan="2">e-Mail <b>armixon@teamsterslocal507.com</b></td> </tr> <tr> <td colspan="2"></td> <td colspan="2">Date: <b>7-19-13</b></td> </tr>				4a. Address (street and number, city, state, and ZIP code) <b>5425 WARNER RD, UNIT 7, CLEVELAND, OH 44125-1146</b>		4b. Tel. No. <b>(216)328-0111</b>				4c. Cell No. <b>(216)288-7290</b>				4d. Fax No. <b>(216)328-5655</b>				4e. e-Mail <b>armixon@teamsterslocal507.com</b>		5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)				6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. <b>(216)328-0111</b>		By:  (signature of representative or person making charge)		Office, <b>(216)288-7290</b>		Address: <b>5425 WARNER RD, UNIT 7, CLEVELAND, OH 44125-1146</b>		Print Name and Title <b>ALBERT R. MIXON, Secretary-Treasurer</b>				Fax No. <b>(216)328-5655</b>				e-Mail <b>armixon@teamsterslocal507.com</b>				Date: <b>7-19-13</b>	
4a. Address (street and number, city, state, and ZIP code) <b>5425 WARNER RD, UNIT 7, CLEVELAND, OH 44125-1146</b>		4b. Tel. No. <b>(216)328-0111</b>																																													
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		e-Mail <b>armixon@teamsterslocal507.com</b>																																													
		Date: <b>7-19-13</b>																																													

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-109869	7/25/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cleveland Job Corps Center		b. Tel. No. (215)541-2500
d. Address (street, city, state ZIP code) 13451 Coit Road, Cleveland, OH 44110		c. Cell No.
e. Employer Representative Dante Hale		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Cleveland, OH
i. Type of Establishment (factory, nursing home, hotel) Social Services	j. Principal Product or Service Youth job	k. Number of workers at dispute location 100

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practice(s))

On or about (b) (6), (b) (7)(C) 2013, the above named Employer discharged employee (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activities relating to (b) (6), (b) (7)(C) suspension.

By the Acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

1-25-13

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

RECEIVED  
JUL 25 2013  
NLRB  
REGION 8



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-109941	7/26/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>VICTORY WHITE METAL COMPANY</b>		b. Tel. No. <b>(216)271-1400</b>
d. Address (street, city, state ZIP code) <b>6100 ROLAND AVE, CLEVELAND, OH 44127-1353</b>		c. Cell No.
e. Employer Representative <b>ALEX STANWICK</b>		f. Fax No. <b>(216)271-6430</b>
		g. e-Mail
		h. Dispute Location (City and State) <b>Cleveland, Ohio</b>
i. Type of Establishment (factory, nursing home, hotel) <b>factory</b>	j. Principal Product or Service <b>welding products</b>	k. Number of workers at dispute location <b>40</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On about (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) in order to discourage union activities or membership and in retaliation for engaging in protected concerted activity.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(signature of representative or person making charge)

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Name and Title

AN INDIVIDUAL

Date: (b) (6), (b) (7)(C)

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

**Fax No.****e-Mail****WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

2013 JUL 26 A 9:37  
CLEVELAND, OHIO

FILED  
JUL 26 2013



Form NLRB - 501 (2-02)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-110088	7/29/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer MIDWEST TERMINALS OF TOLEDO INTERNATIONAL, INC		b. Tel. No. (419)697-2715
		c. Cell No.
d. Address (street, city, state ZIP code) 3518 SAINT LAWRENCE DR. TOLEDO, OH 43605-1079	e. Employer Representative ALEX JOHNSON, OWNER/PRESIDENT	f. Fax No. (419)697-2744
		g. e-Mail
		h. Dispute Location (City and State) TOLEDO, OH
i. Type of Establishment (factory, nursing home, hotel) LOADING DOCK	j. Principal Product or Service CARGO	k. Number of workers at dispute location 50

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (4) and (5) of the National Labor Relations Act and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer suspended (b) (6), (b) (7)(C) after (b) (6), (b) (7)(C) returned from a five-month leave of absence due to a work related accident for (b) (6), (b) (7)(C) days because (b) (6), (b) (7)(C) filed a charge against the Employer with the National Labor Relations Board in (b) (6), (b) (7)(C) 2012.

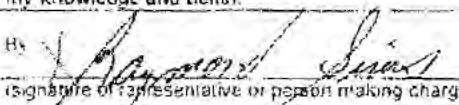
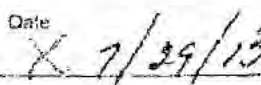
Since on or about May 18, 2013, the above-named Employer has refused to assign work and/or overtime to the Union Stewards or Acting Stewards in violation of past practice and the last contract.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, AFL-CIO, LOCAL 1982

4a. Address (street and number, city, state, and ZIP code) 2300 ASHLAND AVE, STE 225, TOLEDO, OH 43620-1280	4b. Tel. No. (419)280-1165
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (419)280-1165
By  (signature of representative or person making charge)		Office, if any, Cell No.
RAYMOND SIMS, FINANCIAL SECRETARY Print Name and Title		Fax No.
Address 2300 ASHLAND AVE, STE 225, TOLEDO, OH 43620-1280		e-Mail
Date  7/29/13		

RECEIVED  
JUL 29 2013  
NLRB  
REGION 8

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-110105	7/30/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Caravan Facilities Management		b. Tel. No. (989)284-7652
d. Address (street, city, state ZIP code) 4400 Chrysler Drive, Toledo, OH 43612	e. Employer Representative Keith Ward	c. Cell No.
		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Service provider	j. Principal Product or Service Sanitation services	h. Dispute Location (City and State) Toledo, OH
		k. Number of workers at dispute location 13

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Around July 18, 2013, the above-named Employer by its officers, agents and representatives denied union representation to its employee (b) (6), (b) (7)(C) threatened (b) (6), (b) (7)(C) with discipline and then around (b) (6), (b) (7)(C) 2013 terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or protected concerted activities, and at all times since such date it has refused and does now refuse to employ (b) (6), (b) (7)(C).

By the acts set forth in the paragraph above and by other acts and conduct, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

**Tel. No.**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

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(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

Print Name and Title  
An Individual  
Date: 7-25-13



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-110717	August 7, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>KUKA TOLEDO PRODUCTION OPERATIONS</b>		b. Tel. No. <b>419-727-5519</b>
d. Address (street, city, state ZIP code)  <b>2770 STICKNEY, TOLEDO, OH 43608</b>		c. Cell No.
e. Employer Representative  <b>FLORA BANKSTON</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Toledo, OH</b>
i. Type of Establishment (factory, nursing home, hotel)  <b>Manufacturer</b>	j. Principal Product or Service  <b>Automobile Parts</b>	k. Number of workers at dispute location <b>200</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about July 17, 2013, the Employer has refused to allow (b) (6), (b) (7)(C) to return to work in order to prevent (b) (6), (b) (7)(C) from filing a timely grievance over harassment received by management and employees.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(signature of representative or person making charge)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

e-Mail

(b) (6), (b) (7)(C)

X 7/31/13

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-110792	8/8/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>FULTZ &amp; SON, INC.</b>	b. Tel. No. <b>(419)547-9365</b>
d. Address (street, city, state ZIP code) <b>330 Elm St, Clyde, OH 43410-2124</b>	c. Cell No.
e. Employer Representative <b>LARRY FULTZ</b>	f. Fax No. <b>(419)547-9594</b>
	g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) <b>waste management</b>	h. Dispute Location (City and State) <b>Clyde, OH</b>
j. Principal Product or Service <b>waste removal</b>	k. Number of workers at dispute location <b>20</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On about (b) (6), (b) (7)(C) 2013, the above named Employer terminated its employee, (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) activities and support on behalf of the United Food and Commercial Workers, Local 75.

2013 AUG -8 A 9:31  
CLEVELAND

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>	4b. Tel. No. <b>(b) (6), (b) (7)(C)</b>
	4c. Cell No. <b>(b) (6), (b) (7)(C)</b>
	4d. Fax No.
	4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge, (b) (6), (b) (7)(C) that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

(signature or representative person making charge)

Print Name and Title

Address: (b) (6), (b) (7)(C)

Date: 8/6/2013

Tel. No.  
**(b) (6), (b) (7)(C)**Office, if any, Cell No.  
**(b) (6), (b) (7)(C)**

Fax No.

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



AUG-08-2013 09:52

NLRB REGION 8

P.05/05

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-110799	8/8/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer GCA SERVICES GROUP, INC.	b. Tel. No. (800)526-1940
c. Cell No.	
d. Address (street, city, state ZIP code) 1 CENTERVIEW DR STE 109, GREENSBORO, NC 27407-3712	e. Employer Representative PHILIP GILBERT, HR REP.
	f. Fax No. (866)886-1634
	g. e-Mail pgilbert@gcaservices.com
	h. Dispute Location (City and State) AKRON, OH
i. Type of Establishment (factory, nursing home, hotel) CONTRACTOR	j. Principal Product or Service JANITORIAL MAINTENANCE
	k. Number of workers at dispute location 45

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1)(3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, it, by its officers, agents and representatives, acceded to the demand of The Goodyear Tire & Rubber Company to indefinitely suspend (b) (6), (b) (7)(C) due to (b) (6), (b) (7)(C) union activities and at all times since such date it has refused and does now refuse to reinstate (b) (6), (b) (7)(C) to active employment.

Since on or about (b) (6), (b) (7)(C) 2013, and at all times thereafter, it, by its officers, agents and representatives, has refused to bargain collectively with United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial & Service Workers International Union, a labor organization chosen by a majority of its employees in an appropriate unit, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other terms and conditions of employment by refusing to meet and process a grievance concerning the indefinite suspension of (b) (6), (b) (7)(C) due to (b) (6), (b) (7)(C) union activities.

By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

## 3. Full name of party filing charge (If labor organization, give full name, including local name and number)

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION

## 4a. Address (street and number, city, state, and ZIP code)

4069 Bradley Cir NW, Canton, OH 44718-2565

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AUG -8 2013  
NLRB  
REGION 8

4b. Tel. No.  
(330)493-7721  
4c. Cell No.  
(330)714-1671  
4d. Fax No.  
(330)493-7870  
4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
(330)493-7721

X By: Bill Connor  
(signature of representative or person making charge)

BILL CONNOR, STAFF  
REPRESENTATIVE

Office, if any, Cell No.  
(330)714-1671

Address: 4069 Bradley Cir NW, Canton, OH 44718-2565

Print Name and Title

Fax No.  
(330)493-7870

e-Mail

X Date: 8-8-13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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TOTAL P.05



AUG-08-2013 09:51

NLRB REGION 8

P.03/05

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-110800	8/8/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>THE GOODYEAR TIRE &amp; RUBBER COMPANY</b>		b. Tel. No. <b>(330)796-4062</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>200 INNOVATION WAY, AKRON, OH 44319</b>	e. Employer Representative <b>RHONDA BROWN</b>	f. Fax No. <b>(330)796-2222</b>
		g. e-Mail
		h. Dispute Location (City and State) <b>AKRON, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>FACTORY</b>	j. Principal Product or Service <b>RACING TIRES</b>	k. Number of workers at dispute location <b>300</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about May 8, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Goodyear Rubber Company, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

Since on or about (b) (6), (b) (7)(C) 2013, it, by its officers, agents and representatives, caused GCA Services Group, Inc. to indefinitely suspend (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activities and at all times since such date it has refused and does now refuse to permit (b) (6), (b) (7)(C) reemployment.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

**UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION**

**4a. Address (street and number, city, state, and ZIP code)**

**4069 BRADLEY CIRCLE NW, CANTON, OH 44718-2565**

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AUG - 8 2013  
NLRB

4b. Tel. No.  
**(330)493-7721**  
4c. Cell No.  
**(330)714-1671**  
4d. Fax No.  
**(330)493-7870**  
4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

**UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION**

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
**(330)493-7721**

Office, if any, Cell No.  
**(330)714-1671**

Fax No.  
**(330)493-7870**

e-Mail

x By Bill Connor  
(signature of representative or person making charge)

**BILL CONNOR, STAFF  
REPRESENTATIVE**  
Print Name and Title

Address: **4069 BRADLEY CIRCLE NW, CANTON, OH 44718-2565**

X Date **8-8-13**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-111065	August 13, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>MIDWEST TERMINALS OF TOLEDO INTERNATIONAL, INC.</b>		b. Tel. No. (419)697-2715
d. Address (street, city, state ZIP code) 3518 Saint Lawrence Dr, Toledo, OH 43605-1079		c. Cell No. (419)467-8973
e. Employer Representative <b>TERRY LEACH, Director of Operations</b>		f. Fax No. (419)697-2744
i. Type of Establishment (factory, nursing home, hotel) Shipping		g. e-Mail terry.leach@mwtti.com
j. Principal Product or Service Stevedoring		h. Dispute Location (City and State) Toledo, OH
		k. Number of workers at dispute location 43

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about February 21, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Midwest Terminals of Toledo International, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2013, it, by its officers, agents, and representatives, discriminated against (b) (6), (b) (7)(C) a Longshoreman, because of (b) (6), (b) (7)(C) activities in behalf of the Union and has refused to place (b) (6), (b) (7)(C) on the skilled list because of (b) (6), (b) (7)(C) union and/or protected concerted activities.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No. (b) (6), (b) (7)(C)
		4e. e-Mail (b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)

(signature of representative or person making charge)

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Name and Title

Date:

August 13, 2013

Tel. No. (b) (6), (b) (7)(C)

Cell No. (b) (6), (b) (7)(C)

Fax No.

e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

RE

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-111081	8/13/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer TELCON, L.L.C.	b. Tel. No. (330)562-5566
d. Address (street, city, state ZIP code) 1677 Miller Pkwy, Streetsboro, OH 44241-4635	c. Cell No.
e. Employer Representative TOM BURNS, Plant Manager	f. Fax No. (330)562-8452
	g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Factory	h. Dispute Location (City and State) Streetsboro, OH
j. Principal Product or Service Machining Medical Parts	k. Number of workers at dispute location 40

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Telcon L.L.C., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act. More specifically, the Employer terminated the employment of (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in union and/or protected concerted activities.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. (b) (6), (b) (7)(C)
	4e. e-Mail (b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Tel. No. (b) (6), (b) (7)(C)
(signature of representative or person in title)	Print Name and Title	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: X 8/8/2013	Fax No.
(b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

08-CA-111537

Date Filed

08/19/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

TESAR INDUSTRIAL RIGGING

b. Tel. No.

216-741-8008

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

3920 JENNING ROAD  
CLEVELAND, OHIO 44109

e. Employer Representative

JIM TESAR

g. e-Mail

E

h. Number of workers employed

6

i. Type of Establishment (factory, mine, wholesaler, etc.)

RIGGING

j. Identify principal product or service

RIGGING

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

THE ABOVE NAMED COMPANY TERMINATED

(b) (6), (b) (7)(C)

FOR UNION ACTIVITY

TEAMSTER LOCAL 407 MICHAEL HENTON 216-688-0541

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)

3320 SUPERIOR AVE  
CLEVELAND, OHIO  
44114RECEIVED  
AUG 19 2013  
NLRB  
REGION 8

4b. Tel. No.

216-688-0541

4c. Cell No.

216-407-3342

4d. Fax No.

216-361-5568

4e. e-Mail

mhenton@LU407.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(Signature of representative or person making charge)

MICHAEL HENTON

(Print type name and title of office, if any)

BUSINESS AGENT LOCAL  
407

Tel. No.

Office, if any. Cell No.

Fax No.

e-Mail

Address 3320 SUPERIOR AVE CLEVELAND 44114

8-15-13  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-111664	8/21/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer VNA OF CLEVELAND D/B/A VNA OF OHIO	b. Tel. No. (216)694-6288	c. Cell No.
d. Address (street, city, state ZIP code) 2500 E 22ND ST, CLEVELAND, OH 44115-3204	e. Employer Representative EMILY SMAYDA KELLY	f. Fax No. (216)694-4184
		g. e-Mail ekelly@vnaohio.org
		h. Dispute Location (City and State) Cleveland, OH
i. Type of Establishment (factory, nursing home, hotel) Home Health Care(Enter type of establishment)	j. Principal Product or Service Healthcare (Enter principal product)	k. Number of workers at dispute location 500

1. The above named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about June 10, 2013, the Employer has interfered with, restrained and coerced its employees by intimidating employees in the staff development positions.

Since about (b) (6), (b) (7)(C) 2013, the Employer discriminated against employees (b) (6), (b) (7)(C) by constructively discharging the employees who were part of the Employer's staff development in order to discourage union activities or membership. Recently, the Employer unsuccessfully bargained for the removal and exclusion of staff development nurses from the bargaining unit.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

OHIO NURSES ASSOCIATION/AFT, AFL-CIO

4a. Address (street and number, city, state, and ZIP code)  
4000 E MAIN ST, COLUMBUS, OH 43213-2950

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AUG 21 2013

NLRB

4b. Tel. No.  
(614)237-5414

4c. Cell No.  
(614)352-4713

4d. Fax No.  
(614)237-6074

4e. e-Mail  
dmurphy@ohnurses.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
(614)237-5414

By Danielle Murphy  
(signature of representative or person making charge)

DANIELLE L MURPHY

Office, if any, Cell No.  
(614)352-4713

Address: 4000 E MAIN ST, COLUMBUS, OH  
43213-2950

Date 8/21/13

Fax No.  
(614)237-6074  
e-Mail  
dmurphy@ohnurses.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

08-CA-111859

Date Filed

8/23/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Noll-Fisher, Inc

b. Tel. No.

(937) 394-4181

c. Cell No. (937) 394-3301

d. Address (street, city, state, ZIP code)

310 West Main Street

Anna, OH 45302

e. Employer Representative

Mike Noll, President and Co-Owner

Mark Noll, Secretary and Co-Owner

f. Fax No.

(937) 538-0904

g. e-Mail

markn@noll-fisher.com

h. Number of workers employed

6

i. Type of Establishment (factory, mine, wholesaler, etc.)

Commercial and Residential Contractor

j. Identify principal product or service

Heating, Plumbing and Electrical Subcontractor

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attached allegations.

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REGION 8

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Electrical Workers, Local 683

4a. Address (street and number, city, state, and ZIP code)

23 West Second Avenue Columbus, OH 43201

4b. Tel. No.

(614) 294-4788

4c. Cell No.

(614) 330-0619

4d. Fax No.

(614) 294-3920

4e. e-Mail

dusting@ibew683.org


5. Full name of national or international labor organization of which it is affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Electrical Workers

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

  
 (signature of representative or person making charge)

Dustin J. Gockenbach, Organizer

(Print/type name and title or office, if any)

Tel. No.

Same as above

Office, if any Cell No.

Same as above

Fax No.

Same as above

e-Mail

Same as above

Address Same as above

8-23-13  
(date)



CHARGE ALLEGATIONS

- (1) On or about (b) (6), (b) (7)(C) 2013, the Employer, by its (b) (6), (b) (7)(C) terminated its employee (b) (6), (b) (7)(C) because of and/or in retaliation of and other employees' union activities and/or protected concerted activities.
- (2) On or about June 13, 2013, the Employer, by its (b) (6), (b) (7)(C) enforced and applied its policy concerning drug testing/drug screening in an unlawful and discriminatory manner by ordering its employee (b) (6), (b) (7)(C) to submit to a drug test because of and/or in retaliation of (b) (6), (b) (7)(C) and other employees' union activities and/or protected concerted activities.
- (3) On or about June 13, 2013, the Employer, by its (b) (6), (b) (7)(C) and its (b) (6), (b) (7)(C) at a jobsite in Marysville, Ohio by taking pictures and searching vehicles assigned to employees engaged in surveillance of employees union activities, engaged in surveillance of employees to discover their union activities and/or created an impression among its employees that their union activities were under surveillance.
- (4) On or about June 13, 2013, the Employer by its (b) (6), (b) (7)(C) at a jobsite in Marysville, Ohio, threatened its employees with discharge because of their union activities and/or protected concerted activities.
- (5) On or about June 13, 2013, the Employer, by its (b) (6), (b) (7)(C) promulgated, enforced and applied its policy concerning company uniforms in a discriminatory manner and in order to restrain and/or coerce employees' union activities by ordering its employees (b) (6), (b) (7)(C) to leave a jobsite in Marysville, Ohio, change out of t-shirts which contained union insignias and union logos and put on company uniforms prior to returning to the jobsite.
- (6) On or about June 14, 2013, the Employer, by (b) (6), (b) (7)(C) and by (b) (6), (b) (7)(C) initiated the application and enforcement of its employee handbook policies, including its dress code policy, in order to restrain and/or coerce employees union activities and because of and/or in retaliation of employees' union activities and/or protected concerted activities.
- (7) On or about (b) (6), (b) (7)(C) 2013, the Employer issued written warnings to its employees (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) for violation of its dress code/company uniform policy because of and/or in retaliation for their union activities and/or protected concerted activities.
- (8) On or about June 14, 2013, the Employer discriminatorily changed its practice of allowing employees to submit time cards electronically or on work time by requiring employee (b) (6), (b) (7)(C) to hand deliver the time card to the Employer's office. The Employer changed this practice because of and/or in retaliation of employees' union activities and/or protected concerted activities.
- (9) On or about June 14, 2013, the Employer discriminatorily changed its practice of allowing employees to take company trucks to get lunch by telling employees (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) that they were no longer allowed to use company trucks. The Employer changes this practice because of and/or in retaliation of employees' union activities and/or protected concerted activities.



(10) On or about June 25, 2013, the Employer, through its (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) conducted a meeting for employees in the presence of the (b) (6), (b) (7)(C) (b) (6), (b) (7)(C). During this meeting, the Employer

- threatened employees that if they selected the Union as their collective-bargaining representative, employees would be forced to pay union dues on the 7<sup>th</sup> of each month and that the Union would force the Employer to discharge employees who did not pay union dues;
- implicitly threatened employees with discharge, if they support or engage in union activity;
- threatened employees by telling them if they selected the Union as their collective-bargaining representative, their wage and benefits would be frozen and the company could not make changes for a year;
- made statements of futility by telling employees that if they select the Union as its collective-bargaining representative, that it would take a long time to get a contract;
- threatened employees by telling them that if they choose the union as their collective-bargaining representative, they are going to end up with less than what they are currently earning;
- make seriously false and misleading statements to employees by telling them that the Union paid an employee(s) to solicit union authorization cards;
- implicitly threatened employees with job loss if employees' selected the Union as their collective-bargaining representative;
- told employees that they will be unable to find future employment if they support the Union and/or engage in union activities;
- made statement of futility about bargaining by telling employees that if the Union is unable to reach a collective-bargaining agreement with the company, the Union will attempt to shut the Company down;
- advised employees that they circulate an anti-union petition in order to discourage union support;
- implicitly threatened employees with a reduction in pay rates and loss of benefits if employees selected the Union as their collective bargaining representative.

(11) On or about June 27, 2013, the Employer, by its (b) (6), (b) (7)(C) pulled a bucket from under its employee (b) (6), (b) (7)(C) in order to restrain or coerce (b) (6), (b) (7)(C) union activities and/or because of or in retaliation for (b) (6), (b) (7)(C) union activities and/or protected concerted activities.

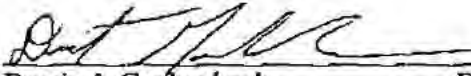
(12) On or about July 2, 2013, the Employer, by its (b) (6), (b) (7)(C) attempted to run over (b) (6), (b) (7)(C) with a skid steer/bobcat machine in order to restrain or coerce (b) (6), (b) (7)(C) union activities and/or because of or in retaliation for (b) (6), (b) (7)(C) union activities and/or protected concerted activities.

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(13) On or about August 17, 2013, the Employer, by its (b) (6), (b) (7)(C) at a jobsite in Marysville, Ohio threatened its employees with layoff and/or mandated such employees to purchase sheet metal tools and equipment because of and/or in retaliation for employees' union activities and/or protected concerted activities.

Based upon the foregoing unfair labor practices, the Union requests that the NLRB pursue Section temporary injunctive relief under Section 10(j) of the Act which should include the reinstatement of employee (b) (6), (b) (7)(C) and any other relief which is just and proper.

 8-23-13  
Dustin J. Gockenbach Date  
IBEW, Local 683  
Union Organizer

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AUG 23 2013  
NLRB  
REGION 8



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

08-CA-112173

Date Filed

8/28/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Case Farms Processing, Inc.		b. Tel. No. (330) 455-0241
d. Address (Street, city, state, and ZIP code) 1925 30th Street NE Canton, OH 44705		c. Cell No.
e. Employer Representative Holly Blanton		f. Fax No.
i. Type of Establishment (factory, mine, wholesaler, etc.) Poultry Processing Plant		g. e-Mail
j. Identify principal product or service Chicken		h. Number of workers employed

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 and 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I was fired for my union support and activities, and without just cause, all in violation of my union contract. My union did not process my discharge grievance on a timely basis. Case Farms refuses to arbitrate my grievance or return me to work.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers Union Local 880

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
(Signature) (Print name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

Address (b) (6), (b) (7)(C)

8/26/2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

## INSTRUCTIONS:

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REGION 8

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-112977	9/10/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer WALGREENS COMPANY		b. Tel. No. (847)315-4799
		c. Cell No.
d. Address (street, city, state ZIP code) 200 Wilmot Rd, Deerfield, IL 60015-4620	e. Employer Representative CHRISTOPHER J. MURRAY, ESQ.	f. Fax No. (847)315-4699
		g. e-Mail chris.murray@walgreens.com
		h. Dispute Location (City and State) Cleveland, OH
i. Type of Establishment (factory, nursing home, hotel) Drug Store	j. Principal Product or Service Retail	k. Number of workers at dispute location 9

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has retaliated against (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) union activity by failing to restore (b) (6), (b) (7)(C) pension credits and by failing to insure (b) (6), (b) (7)(C) works a full-time schedule.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
B (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) an Individual	Office, if any, Cell No.
(Signature) (b) (6), (b) (7)(C) representative or person making charge)	Print Name and Title	Fax No.
Address: (b) (6), (b) (7)(C)	Date: 9/13	e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-113036	September 10, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>SOUTHSIDE ENVIRONMENTAL</b>		b. Tel. No. (330) 299-0027
		c. Cell No. (330) 3071426
d. Address (street, city, state ZIP code) <b>329 ROBBINS AVENUE NILES, OHIO 44446</b>	e. Employer Representative <b>MATT SCHIMLEY, OWNER</b>	f. Fax No. (330) 750-9092
		g. e-Mail <a href="mailto:matt@southsideenvironmental.com">matt@southsideenvironmental.com</a>
		h. Dispute Location (City and State) <b>Niles, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Construction</b>	j. Principal Product or Service <b>Environmental Services</b>	k. Number of workers at dispute location <b>10</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Southside Environmental, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

More specifically, the Employer terminated the employment of (b) (6), (b) (7)(C) and on (b) (6), (b) (7)(C) 2013, it laid off (b) (6), (b) (7)(C) because of their activities in behalf of Teamsters Local 377, a labor organization, and at all times since such date it has refused and does now refuse to employ the above-named employees. Further, the Employer has engaged in threats, promised benefits, granted paid vacations and made other changes because of an organizational campaign that was taking place.

**The Union request Section 10(j) Injunctive Relief, and also request that a Bargaining Order issue.**

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

**TEAMSTERS LOCAL 377**

4a. Address (street and number, city, state, and ZIP code) <b>1223 Teamster Drive Youngstown, Ohio 44205</b>	4b. Tel. No. (330) 743-3111
	4c. Cell No.
	4d. Fax No. (330) 743-1821
	4e. e-Mail <a href="mailto:rickkepler@yahoo.com">rickkepler@yahoo.com</a>

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) **INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

6. DECLARATION: I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (216) 401-2014

By: *Rick Kepler*

**RICK KEPLER, Organizer**

Cell No.

(signature of representative of person making charge)

Print Name and Title

Fax No. (216) 328-1513

Address: 1990 Connect Rd, Norton, OH  
44203-1062

Date: September 10, 2013

e-Mail [rickkepler@yahoo.com](mailto:rickkepler@yahoo.com)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-113158	09/12/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer VALLEY CARE--NORTHSIDE MEDICAL CENTER		b. Tel. No. (330)884-1003
d. Address (street, city, state ZIP code) 500 Gypsy Ln, Youngstown, OH 44504-1315 44501		c. Cell No.
e. Employer Representative Kirk Ray		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State)
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Medical services	k. Number of workers at dispute location Approximately 1,000

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about (b) (6), (b) (7)(C) 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Valley Care--Northside Medical Center, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act by terminating (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)		4b. Tel. No.
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: X (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) an Individual	Tel. No.
(signature of person making charge)	Print Name and Title	Office, if any, Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: X 9/10/13	Fax No.
(b) (6), (b) (7)(C)		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-113331	9/13/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>DECO SECURITY SERVICES</b>		b. Tel. No. (216)522-7511
		c. Cell No.
d. Address (street, city, state ZIP code) 1240 E 9TH ST, RM 787, CLEVELAND, OH 44199-2001	e. Employer Representative <b>BRUCE BENNETT, General Manager</b>	f. Fax No. (216)522-2928
		g. e-Mail
		h. Dispute Location (City and State) Cleveland, OH
i. Type of Establishment (factory, nursing home, hotel) Security Company	j. Principal Product or Service Security	k. Number of workers at dispute location 250

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about September 13, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of DECO Security Services, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about September 13, 2013, it, by its officers, agents, and representatives, discriminated against (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities on behalf of and affiliation with the United Government Security Officers of America, Local 241, a labor organization, and retaliated against (b) (6), (b) (7)(C) for filing a grievance over (b) (6), (b) (7)(C) previous suspension by not properly processing (b) (6), (b) (7)(C) payroll information, resulting in delays and shortages to (b) (6), (b) (7)(C) pay.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Office, if any, Cell No.
(b) (6), (b) (7)(C) An Individual		Fax No.
Signature of (b) (6), (b) (7)(C) representative or person making charge		e-Mail
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		
Print Name and Title Date: 9-13-2013		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-113430	9/16/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer UNITED STATES POSTAL SERVICE		b. Tel. No. (330)650-1993
d. Address (street, city, state ZIP code) 68 RAVENNA ST, HUDSON, OH 44236-9998	e. Employer Representative TERRISTA GREY	c. Cell No.
		f. Fax No. 330-342-0600
		g. e-Mail
		h. Dispute Location (City and State) HUDSON, OH
i. Type of Establishment (factory, nursing home, hotel) Post Office	j. Principal Product or Service Mail Service	k. Number of workers at dispute location <del>35</del> approximately - 35

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2013, the above-named Employer disciplined its employee, (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union support and activity on behalf of NALC, Branch 40.

Other Unfair Labor Practices on Dates (b) (6), (b) (7)(C) 2013 - on or about (b) (6), (b) (7)(C) 2013  
(please see attached pages 1-2)

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		4b. Tel. No.
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Office, if any, Cell No. (b) (6), (b) (7)(C)
(signature of representative or person making charge) Address (b) (6), (b) (7)(C)	Print Name and Title (b) (6), (b) (7)(C) Date: (b) (6), (b) (7)(C)	Fax No. e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

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SEP 16 2013  
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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-113578	9/18/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer ARTIFLEX MANUFACTURING LLC GERSTCO DIVISION		b. Tel. No. (330)202-6963
		c. Cell No.
d. Address (street, city, state ZIP code) 1425 E. BOWMAN, WOOSTER, OH 44691	e. Employer Representative LORI MCCLOSKEY, HR MANAGER	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) WOOSTER, OH
i. Type of Establishment (factory, nursing home, hotel) Stamping	j. Principal Product or Service Car parts	k. Number of workers at dispute location 500

I The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or protected concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.****4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

**Tel. No.**

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

Print Name and Title

**Fax No.**

Address: (b) (6), (b) (7)(C)

Date: 9/16/13

**e-Mail**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

## INSTRUCTIONS:

FILED  
REGION 8

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-113590	9/18/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Midwest Telephone Service, Inc.		b. Tel. No. (330)544-6849
d. Address (street, city, state ZIP code) 2895 W Liberty Street Girard, OH 44420		c. Cell No.
e. Employer Representative George Vaughn Vice President		f. Fax No. (330)530-0413
i. Type of Establishment (factory, nursing home, hotel) Installation		g. e-Mail
j. Principal Product or Service Communication cables		h. Dispute Location (City and State) Girard, OH
		k. Number of workers at dispute location 13

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer discriminated against employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or other protected concerted activities by failing and/or refusing to pay and/or reimburse (b) (6), (b) (7)(C) for travel expenses related to (b) (6), (b) (7)(C) employment beginning on or about (b) (6), (b) (7)(C) 2013; and/or by terminating (b) (6), (b) (7)(C) employment on or about (b) (6), (b) (7)(C) 2013.

The above-named Employer discriminated against employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or other protected concerted activities by failing and/or refusing to pay and/or reimburse (b) (6), (b) (7)(C) for expenses related to (b) (6), (b) (7)(C) employment beginning on or about (b) (6), (b) (7)(C) 2013; and/or by terminating (b) (6), (b) (7)(C) employment on or about (b) (6), (b) (7)(C) 2013.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW) LOCAL UNION NO 64

4a. Address (street and number, city, state, and ZIP code) 291 McClurg Road, Youngstown, OH 44512	4b. Tel. No. (330)758-8654
	4c. Cell No.
	4d. Fax No. (330)758-5562
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Electrical Workers, AFL-CIO

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (330)758-8654
By: <u>William Booth</u>	William Booth, Local President	Office, if any, Cell No.
(signature of representative or person making charge)	Print Name and Title	Fax No. (330)758-5562
Address: 291 McClurg Road, Youngstown, OH 44512	Date: <u>9-17-13</u>	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
08-CA-113652Date Filed  
9/19/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DHSC, LLC, d/b/a Affinity Medical Center		b. Tel. No. (330) 832-8761
		c. Cell No.
		f. Fax No. (330) 830-6927
		g. e-Mail
		h. Number of workers employed 225
d. Address (Street, city, state, and ZIP code) 875 Eighth Street N.E. Massillon, OH 44646	e. Employer Representative Ron Bierman, CEO	
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute Care Hospital	j. Identify principal product or service Healthcare	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

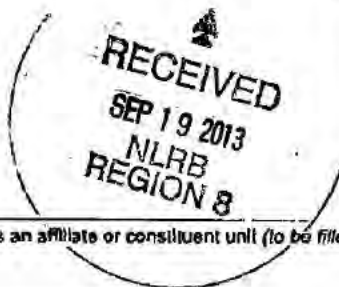
## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer, by its officers, agents and representatives, has disciplined (b) (6), (b) (7)(C) because of their support for and activities on behalf of the National Nurses Organizing Committee (NNOC), a labor organization, and because they engaged in concerted activities with other employees of the employer for the purpose of collective bargaining and other mutual aid and protection, and in order to discourage support for this labor organization.

Within the past six months, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
National Nurses Organizing Committee (NNOC)

## 4a. Address (Street and number, city, state, and ZIP code)

2000 Franklin Street  
Oakland, CA 94612

4b. Tel. No. (510) 273-2200

4c. Cell No.

4d. Fax No. (510) 663-4822

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief

By M. Jane Lawhon  
(Signature of representative or person making charge)M. Jane Lawhon, Legal Counsel  
(Print/type name and title or office, if any)

Tel. No. (510) 273-2272

Office, if any, Cell No.  
(510) 715-7065

Fax No. (510) 663-4822

e-Mail

jlawhon@nationalnursesunited.

2000 Franklin Street, Oakland, CA 94612

09/18/13

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNAL  
FORM NLRD 501  
(2-00)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 1617

DO NOT WRITE IN THIS SPACE

Case  
08-CA-113721Date Filed  
9/19/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

LIMA MEMORIAL HEALTH SYSTEM

b. Tel No 419-226-5122

c. Cell No.

f. Fax No. 419-226-5013

d. Address (Street, city, state, and ZIP code)  
1001 BELLEFONTAINE AVE  
LIMA, OH 45804-2800e. Employer Representative  
MIKE SWICKg. e-Mail  
mswick@limamemorial.orgh. Number of workers employed  
1000i. Type of Establishment (factory, mine, wholesaler, etc.)  
HOSPITALj. Identify principal product or service  
HEALTHCARE

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1)(B) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or around May 2013 and continuing the above named Employer by and through its officers, agents and representatives, made employment decisions, including but not limited to decisions regarding tenure of hire, for (b) (6), (b) (7)(C) which decisions were motivated by (b) (6), (b) (7)(C) own protected conduct.

Since on or around May 2013 and continuing the above named Employer by and through its officers, agents and representatives, has threatened and coerced (b) (6), (b) (7)(C)

By the Acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed by Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

OHIO NURSES ASSOCIATION/AFT, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code)

4000 E. MAIN STREET  
COLUMBUS, OH 43213

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SEP 19 2013  
NLRB  
REGION 8

4b. Tel No 614-448-1047

4c. Cell No 614-832-9639

4d. Fax No 614-237-6081

4e. e-Mail  
ktrautner@ohnurses.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

## G. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Kelly D. Trautner  
(signature of representative or person making charge)KELLY D. TRAUTNER, DEO  
(Print type name and title or office, if any)

Tel No 614-448-1047

Office, if any, Cell No  
614-832-9639

Fax No 614-237-6081

e-Mail  
ktrautner@ohnurses.org

Address 4000 E. MAIN ST., COLUMBUS, OH 43213

9/19/13  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74342-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-5011  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 11 U.S.C. 3612

DO NOT WRITE IN THIS SPACE

Case  
8-CA-113815Date Filed  
9/20/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Lucas metropolitan Housing Authority

b. Tel No.

419-259-9400

c. Cell No.

d. Address (Street, city, state, and ZIP code)

435 Nebraska Ave  
Toledo, Ohio 43604  
PO Box 477 - 43697-0477

e. Employer Representative

Pam Gilbert

f. Fax No.

419-254-4346

g. e-Mail

h. Number of workers employed

over 200

i. Type of Establishment (factory, mine, wholesaler, etc.)

Public Housing

j. Identify principal product or service

Housing Service

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1)(B)

subsections) Cleveland office

of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. I am a (b) (6), (b) (7)(C) person, I have been employed with respondent since (b) (6), (b) (7)(C) and was most recently (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2013 and continuing I was denied training and terminated

2. Wrongful Terminated By Department, using their own Hypothetical false charges and then using company policies to make them believable that's wrong very wrong.

3. The adverse action taken were wrongful and based on my (b) (6), (b) (7)(C) In the only (b) (6), (b) (7)(C) is my Department.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

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SEP 20 2013  
NLRB  
REGION 8

4b. Tel No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

N/A

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

By

(Signature of representative or person making charge)

(Print name and title or (b) (6), (b) (7)(C) if any)

(b) (6), (b) (7)(C)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address

09-20-2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
08-CA-113949Date Filed  
9/24/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

GENERAL DIE CASTERS

2013 SEP 24 A 9:33

b. Tel. No.

330-657-2300

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed

d. Address (Street, city, state, and ZIP code)

2150 HIGHLAND RD  
Twinsburg, OH 44087

e. Employer Representative

JAMES MATHIAS

i. Type of Establishment (factory, mine, wholesaler, etc.)

FACTORY

j. Identify principal product or service

METALS

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3, 4

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SINCE MID <sup>(b) (6), (b) (7)(C)</sup> OF this year 2013, and on an ongoing basis, the employer has singled out and retaliated against <sup>(b) (6), (b) (7)(C)</sup> who testified against the company in an NLRB hearing. The company is creating a paper trail of disciplinary actions that <sup>(b) (6), (b) (7)(C)</sup> denies, in an attempt to fire <sup>(b) (6), (b) (7)(C)</sup> has been threatened twice with discharge and is currently serving an unjust 3 day suspension.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

TEAMSTERS Local 24

4a. Address (Street and number, city, state, and ZIP code)

2380 Romig Rd.  
AKRON, Ohio 44320

4b. Tel. No.

330-434-8126

4c. Cell No.

4d. Fax No.

330-535-8508

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Rick Kepler <sup>Rick Kepler</sup> RICK KEPLER  
(signature of representative or person making charge) (Print/type name and title or office, if any)

Tel. No.

216-401-2014

Office, if any, Cell No.

Fax No.

e-Mail

rickkepler@yahoo.com

Address 1990 Connect Rd Norton, Ohio 44203 9/20/13 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

2013 SEP 24 A 9:35 08-CA-113950

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

9/24/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer USF HOLLAND		b. Tel. No. (216)941-4343
		c. Cell No.
d. Address (street, city, state ZIP code) 10720 Memphis Ave, Brooklyn, OH 44144-2057	e. Employer Representative MIKE DZURA	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Brooklyn, OH
i. Type of Establishment (factory, nursing home, hotel) Warehouse	j. Principal Product or Service Shipping	k. Number of workers at dispute location 50+

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by issuing a written discipline in order to discourage union activities or membership.

On (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by issuing written discipline because the employee filed unfair labor practice charges, an appeal, and gave affidavit testimony to the Board.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

(b) (6), (b) (7)(C)

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(Signature of representative or person taking charge)

Print Name and Title

Fax No.

(b) (6), (b) (7)(C)

e-Mail

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date: 9-19-13

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case 08-CA-113953	Date Filed 9/24/2013
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**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Southern States Rebar of North Carolina, Inc., aka Rebar Labor Services		b. Tel. No. 704-728-3631
d. Address (Street, city, state, and ZIP code) PO Box 4525 Rock Hills, SC 29732		c. Cell No.
e. Employer Representative Chip Wilt		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, mine, wholesaler, etc.) construction		h. Number of workers employed Approx 170
j. Identify principal product or service iron work		

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the Employer learned of employee (b) (6), (b) (7)(C) affiliation with the Ironworkers Union. On the following day, (b) (6), (b) (7)(C) 2013, the Employer terminated (b) (6), (b) (7)(C) employment because of (b) (6), (b) (7)(C) union affiliation in violation of Section 8(a)(1) and (3) of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

Ironworkers Southen Ohio & Vicinity District Council

4a. Address (Street and number, city, state, and ZIP code) Franklin Square Office Center 8401 Claude Thomas Rd., Suite 55 Franklin, OH 45005		4b. Tel. No. 937-746-0854
		4c. Cell No.
		4d. Fax No. 937-746-0873 937-746-
		4e. e-Mail iwsovdc@cinci.rr.com

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

International Association of Bridge, Structural, Ornamental, and Reinforcing Iron Workers

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(signature of representative or person making charge)

David O'Brien Suetholz, Counsel for Union  
(Print/type name and title or office, if any)

Address 515 Park Avenue, Louisville, KY, 40208

(date)

Tel. No. 502-636-4333
Office, if any, Cell No.
Fax No. 502-636-4342
e-Mail dave@unionsidelawyers.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Form NLRB - 601 (2-08)

**UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08--CA-113977	9/24/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer: <b>Professional Transportation, Inc.</b>		b. Tel. No. <b>1-877-626-1263</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>1920 W. Robb Avenue, Lima, OH 45805 3700 W. Morgan Ave., Evansville, IN 47715</b>	e. Employer Representative <b>Tom Dotson Sr., Branch Manager (Lima) Dave Richey, Deputy Dir. of Operations (IN)</b>	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Lima, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Van Transportation</b>	j. Principal Product or Service <b>Driving railroad crews</b>	k. Number of workers at dispute location <b>About 20</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer, by its officers, agents, and representatives, by the acts set for the below, has interfered with, restrained and coerced employees in the free exercise of rights guaranteed by Section 7 of the Act.

Since on or about September 19, 2013, the above-named Employer began requiring all employees to go to Code 4 instead of Code 3 and split days off after their shift ended in retaliation for the Union filing a grievance.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
**United Professional & Service Employees Union, Local 1222**

4a. Address (street and number, city, state, and ZIP code) <b>721 Albert Street Lima, OH 45801</b>	4b. Tel. No.
	4c. Cell No. <b>567-825-2683</b>
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Steward	Cell No.
(Signature or representative of person making charge)	Print Name and Title	Same as above
Address: same as above	Date: <b>Sept. 23, 2013</b>	Fax No. N/A
		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-114118	9/25/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer  United States Postal Service		b. Tel. No.  (419)476-7305
d. Address (street, city, state ZIP code)  1566 W Sylvania Avenue, Toledo, OH 43612	e. Employer Representative  Dan Davis, Postmaster	c. Cell No. f. Fax No. g. e-Mail h. Dispute Location (City and State) Toledo, OH
i. Type of Establishment (factory, nursing home, hotel)  Delivery service	j. Principal Product or Service  U. S. Mail	k. Number of workers at dispute location  30
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a) subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Within the preceding 6 months, the above-named Employer, at its Toledo, Ohio facility, discriminated against employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or other protected concerted activity including filing grievances with NALC Branch 100 by repeatedly harassing (b) (6), (b) (7)(C) including repeatedly calling (b) (6), (b) (7)(C) into the office, forcing (b) (6), (b) (7)(C) to work overtime, sending (b) (6), (b) (7)(C) to training, and/or limiting (b) (6), (b) (7)(C) official time to file grievances; by issuing (b) (6), (b) (7)(C) suspension on or about (b) (6), (b) (7)(C) 2013; by issuing (b) (6), (b) (7)(C) a suspension on or about (b) (6), (b) (7)(C) 2013; by repeatedly denying (b) (6), (b) (7)(C) requests for special inspections including on or about August 17 and 19, 2013; and/or by refusing to allow (b) (6), (b) (7)(C) to return to work on or about (b) (6), (b) (7)(C) 2013, after a leave of absence</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
<p style="text-align: center;">A RECEIVED SEP 25 2013 NLRB REGION 8</p>		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
By: (signature of representative or person making charge) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Office, if Gov. Call No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Print Name and Title Date: 9/26/13	Fax No. (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-114159	9/26/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MIDWEST TERMINALS OF TOLEDO INTERNATIONAL, INC.		b. Tel. No. (419)697-2715
		c. Cell No.
d. Address (street, city, state ZIP code) 3516 SAINT LAWRENCE DR. TOLEDO, OH 43805-1079	e. Employer Representative ALEX JOHNSON, OWNER/PRESIDENT	f. Fax No. (419)697-2744
		g. e-Mail
		h. Dispute Location (City and State) TOLEDO, OH
i. Type of Establishment (factory, nursing home, hotel) LOADING DOCK	j. Principal Product or Service CARGO	k. Number of workers at dispute location 50

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about March 28, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Midwest Terminals of Toledo International, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act, by suspending him/imposing a disciplinary layoff for engaging in protected concerted activities.

Since on or about (b) (6), (b) (7)(C) 2013, it, by its officers, agents and representatives, has discriminated against (b) (6), (b) (7)(C) an employee, because of (b) (6), (b) (7)(C) membership and activities in behalf of International Longshoremen's Association, AFL-CIO, Local 1982, a labor organization, by suspending (b) (6), (b) (7)(C) imposing a disciplinary layoff.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, AFL-CIO, LOCAL 1982

4a. Address (street and number, city, state, and ZIP code)  
2300 ASHLAND AVE, STE 225, TOLEDO, OH 43620-1280

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SEP 26 2013  
NLRB  
REGION 8

4b. Tel. No.  
(419)280-1165

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
(419)280-1165

By:

*Raymond E. Sims*

RAYMOND SIMS, FINANCIAL  
SECRETARY

Office, if any, Cell No.

(signature of representative or person making charge)

Print Name and Title

Fax No.

Address: 2300 ASHLAND AVE, STE 225,  
TOLEDO, OH 43620-1280

Date:

9/25/13

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

RD RECEIVED  
ER ALRB REGION 8

2013 OCT 17 AM 11:04

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a Name of Employer  Malace HR	b Tel. No.  (248)720-2500				
d Address (street, city, state ZIP code)  5700 Crooks Road, Suite 112 Troy, MI 48098	e Employer Representative  Beth Patton Human Resources Mgr.	c Cell No.	f Fax No.  (248)720-2506		
i Type of Establishment (factory, nursing home, hotel)	j Principal Product or Service  building maintenance	g e-Mail	h Dispute Location (City and State) Troy, MI		
k Number of workers at dispute location 49					
l The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
m Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)					
<p>On or about (b)(6), (b)(7)(C) 2013, the above-named Employer, by its officers, agents and representatives terminated American Systems Workers Local 1123 (b)(6), (b)(7)(C) who was assigned to work at a General Motors Corporation plant in Parma, Ohio at the time of termination, because of union and/or protected concerted activities, and at all times since such date it has refused and does now refuse to employ (b)(6), (b)(7)(C).</p> <p>By the acts set forth in the paragraph above and by other acts and conduct, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.</p>					
n Full name of party filing charge (if labor organization, give full name, including local name and number) (b)(6), (b)(7)(C)					
o Address (street and number, city, state, and ZIP code)  (b)(6), (b)(7)(C)	p Tel. No.  (b)(6), (b)(7)(C)	q Cell No.	r Fax No.	s e-Mail	t Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
u DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.					
v By (b)(6), (b)(7)(C) An Individual	w Office, if any, Cell No.				
x Signature of representative or person making charge (b)(6), (b)(7)(C)	y Name and Title (b)(6), (b)(7)(C)	z Date X 9/30/13	aa Fax No.	ab e-Mail	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

8-CA-114626

10/2/13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Warren Fabricating &amp; Machining and Industrial Labor, Inc as co-employers and agents of each other

b. Tel. No. (330) 847-0596

c. Cell No.

f. Fax No. 330-534-1735

g. e-Mail

h. Number of workers employed  
Approximately 200

d. Address (Street, city, state, and ZIP code)

3240 Mahoning Ave NW, Warren, OH 44483

e. Employer Representative

Regina Rebhan-Mitchell  
Rich Melansoni. Type of Establishment (factory, mine, wholesaler, etc.)  
Steel Fabricationj. Identify principal product or service  
Fabrication of steel products

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (first subsections) 8(a) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

since on or about (b) (6), (b) (7)(C) 2013, the above named employers by their officers, agents and representatives and acting in concert discriminated against (b) (6), (b) (7)(C) by laying them off due to their concerted and union activity.

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OCT 2 2013  
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REGION

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Iron Workers District Council of Northern Ohio, Western Pennsylvania and Northern West Virginia

4a. Address (Street and number, city, state, and ZIP code)

1445 Washington Road, Suite 1100  
Washington, PA 15301

4b. Tel. No. 724-229-1100

4c. Cell No. 412-849-1271

4d. Fax No. 724-229-1119

4e. e-Mail

crink@iwinl.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers - AFL/CIO

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

by   
(Signature of representative or person making charge)

Chad Rink, District Council Organizer

(Print name and title or office, if any)

Tel. No.

724-229-1100

Office, if any, Cell No.  
412-849-1271

Fax No. 724-229-1119

e-Mail

crink@iwinl.org

Address 1445 Washington Rd, Suite 1100, Washington, PA 15301

10/01/2013

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

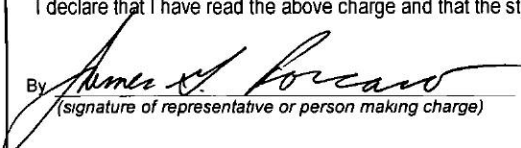
**DO NOT WRITE IN THIS SPACE**

Case  
08-CA-115287

Date Filed  
10/22/13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>			
a. Name of Employer <b>ROTEK INCORPORATED</b>		b. Tel. No. <b>1-800-221-8043</b>	
		c. Cell No.	
		f. Fax No. <b>330-562-7394</b>	
d. Address (Street, city, state, and ZIP code) <b>1400 South Chillicothe Road P.O. Box 312 Aurora, Ohio 44202</b>		e. Employer Representative <b>Hal Wittine</b>	
		g. e-Mail <b>HWittine@rotek-inc.com</b>	
		h. Number of workers employed <b>Approximately 225</b>	
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>Manufacturing</b>		j. Identify principal product or service <b>Bearings and Rings</b>	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (a)(3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Employer violated Sections 8(a)(1) and (3) of the Act by discharging an employee in retaliation for engaging in protected activity. The Employer violated Sections 8(a)(1) and (5) of the Act by repudiating the grievance process and by refusing to process the grievance filed over the aforementioned discharge.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union</b>			
4a. Address (Street and number, city, state, and ZIP code) <b>5 Gateway Center Pittsburgh Pennsylvania 15222</b>		4b. Tel. No. <b>412-562-2400</b>	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) <b>Same as #3 above.</b>			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. <b>216-566-1600 (ext. 140)</b>	
By  (signature of representative or person making charge)		Office, if any, Cell No.	
James G. Porcaro, Attorney (Print/type name and title or office, if any)		Fax No. <b>216-566-1814</b>	
Address <b>616 Penton Media Bldg., 1300 E.9th Str. Cleveland, OH 44114</b>		e-Mail <b>jporcaro@smcnlaw.com</b>	
		<b>10/22/13</b> (date)	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 08-CA-115295	Date Filed 10-23-13
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INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Janesville Acoustics		b. Tel. No. 419-660-2000
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 405 Industrial Parkway Norwalk, OH 44857	e. Employer Representative David Cataldi, President	g. e-Mail
		h. Number of workers employed Over 250
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Acoustical product supplier to automotive industry	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attached Rider.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Chicago & Midwest Regional Joint Board, Workers United/SEIU

RECEIVED  
OCT 23 2013  
NLRB  
REGIONAL

4a. Address (Street and number, city, state, and ZIP code) 333 S. Ashland Avenue Chicago, IL 60607	4b. Tel. No.
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Workers United/SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By David P. Lichtman  
(signature of representative or person making charge)

David P. Lichtman, Esq.  
(Print/type name and title or office, if any)

Tel. No. (312) 372-1361
Office, if any, Cell No.
Fax No. (312) 372-6599
e-Mail dlichtman@dbb-law.com

Address 8 S. Michigan Ave., 19th Floor, Chicago, IL 60603

10/22/13  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Rider

The Employer is a manufacturer and supplier of automotive parts. On or around August 28, 2013, the Employer notified its employees that its Norwalk facility would be closing, with operations to move out of state and purportedly closer to the Employer's customers' assembly plants, including General Motor's. The Employer's customers, including General Motors, purportedly pressured the Employer to relocate the Norwalk assembly plant.

On or around October 8, employees at the Norwalk plant learned that General Motor representatives would be visiting the plant. As a collective action, employees wore stickers with the initials "GM" crossed out as a means of communicating their frustration with General Motors over the plant's closing and their eventual layoffs.

In response, the Employer violated Sections 8(a)(3) and (a)(1) by ordering the employees to remove the stickers or face discipline, including discharge.

Additionally, the Employer violated Section 8(a)(3) and (a)(1) by threatening employees with discharge if they engage in any collective action with respect to its customers, for example, by wearing anything to work showing disapproval with its customers.

Further, the Employer violated Section 8(a)(1) by implementing and maintaining a work rule that restricts employees from exercising their Section 7 rights.

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OCT 23 2013  
NLRB  
REGION 8



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

RECEIVED  
NLRB REGION 8

## INSTRUCTIONS:

2013 OCT 24 AM 9:45

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-115532	9/24/13

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a Name of Employer American Producer Supply		b. Tel. No. (740)373-5050	
d Address (street, city, state ZIP code) 119 Second Street Marietta, OH 45750		c. Cell No.	
e Employer Representative Carol Linda Mood		f Fax No.	
i Type of Establishment (factory, nursing home, hotel) supply chain		g e-Mail	
j Principal Product or Service supply		h Dispute Location (City and State) Marietta, OH	
		k Number of workers at dispute location 25	

1 The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, (b) (6), (b) (7)(C) was discharged because (b) (6), (b) (7)(C) engaged in protected concerted activities.

3 Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d Fax No.

4e e-Mail

5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) An Individual

Office, if any, Cell No.

(Signature of representative or person making charge)

Print Name and Title

Fax No.

Address (b) (6), (b) (7)(C)

Date

10-21-2013

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-115793	10/28/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AT & T		b. Tel. No. (216)822-1024
		c. Cell No.
d. Address (street, city, state ZIP code) 45 Erieview Plz. Cleveland, OH 44114-1813	e. Employer Representative JAMES TENCH	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Cleveland, OH
i. Type of Establishment (factory, nursing home, hotel) Telecommunications	j. Principal Product or Service customer service	k. Number of workers at dispute location 130

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents, and representatives, demoted its employee (b) (6), (b) (7)(C) and at all times since such date it has refused and does now refuse to reinstate (b) (6), (b) (7)(C) to the (b) (6), (b) (7)(C) position. The Employer took this action at the behest of the Communication Workers Association Local 4309 and/or the Communication Workers Association District IV.

By the acts set forth in the paragraph above and by other acts and conduct, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

JEIV  
OCT 28 2013  
NLRB  
REC'D

## 4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Tel. No.

(b) (6), (b) (7)(C)

## 4c. Cell No.

(b) (6), (b) (7)(C)

## 4d. Fax No.

## 4e. e-Mail

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) An

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) representative or person filing

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Name and Title

Date

10/28/13

## Tel. No.

(b) (6), (b) (7)(C)

## Office, if any, Cell No.

(b) (6), (b) (7)(C)

## Fax No.

## e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARDCHARGE AGAINST EMPLOYER  
RECEIVED  
NLRB REGION 8

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-116017	10/31/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a Name of Employer LINCOLN MANUFACTURING OF OHIO INC CLEVELAND, OHIO		b Tel No (310)878-7772
d Address (street, city, state ZIP code) 777 SOUTH WOOSTER AVENUE, STASBURG, OH 44680		c Cell No
e Employer Representative BRIAN KELLY		f Fax No
		g e-Mail
		h Dispute Location (City and State) STASBURG, OH
i Type of Establishment (factory, nursing home, hotel) MACHINE SHOP	j Principal Product or Service WELDED PIPE COUPLINGS & PIPE	k Number of workers at dispute location 100

1 The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

## 2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about Thursday, (b) (6), (b) (7)(C) 2013, (b) (6), (b) (7)(C) informed (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) had been discharged because of the fact that (b) (6), (b) (7)(C) had filed charges and/or given testimony under the Act

By the Acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

## 3 Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b Tel No

(b) (6), (b) (7)(C)

## 4c Cell No

## 4d Fax No

## 4e e-Mail

## 5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6 DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

## Tel No

(b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## Office, if any, Cell No

(signature of representative person making charge)

Print Name and Title

## Fax No

Address (b) (6), (b) (7)(C)

Date

(b) (6), (b) (7)(C)

## e-Mail

X-10-29-2013

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

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NLRB REGION 8

2013 NOV 13 AM 8:42

CLEVELAND, OHIO

DO NOT WRITE IN THIS SPACE

Case

Date Filed

8-CA-116781

11/13/13

## INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MIDWEST TERMINALS OF TOLEDO INTERNATIONAL, INC.		b. Tel. No. (419)697-2715
		c. Cell No.
d. Address (street, city, state ZIP code) 3518 Saint Lawrence Dr, Toledo, OH 43605-1079	e. Employer Representative Alex Johnson	f. Fax No. (419)697-2744
		g. e-Mail
		h. Dispute Location (City and State) Toledo, Ohio
i. Type of Establishment (factory, nursing home, hotel) Dock Warehouse	j. Principal Product or Service Stevedoring	k. Number of workers at dispute location 45

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On August 12, 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by failing and refusing to follow proper workplace injury procedures in order to discourage union activities or membership and because the employee has filed unfair labor practice charges and participated in giving affidavits and hearing testimony to the Board.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By:

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date: 0640413

e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

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NLRB REGION 8

NOV 13 AM 8:43

CLEVELAND, OHIO

DO NOT WRITE IN THIS SPACE

Case

Date Filed

08-CA-116790

11/13/2013

## INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ariel Corporation		b. Tel No (740)397-1155
		c. Cell No
d. Address (street, city, state ZIP code) 100 Commerce Drive, Mt. Vernon, OH 43050	e. Employer Representative Karen Wright Owner	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Mt. Vernon, Ohio
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Gas Compressors	k. Number of workers at dispute location 1,000+
<p>1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) in order to discourage employees from bringing safety concerns and disability policy concerns to the employer and by engaging other protected concerted activities.</p> <p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)</p>		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
By (b) (6), (b) (7)(C) (signature of representative or person making charge)		Office, if any, Cell No.
Print Name and Title (b) (6), (b) (7)(C)		Fax No.
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		e-Mail
Date: 11-6-2013		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-116814	11/13/13

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2013 NOV 13 AM 8:46

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ADCRAFT DECALS, INC.		b. Tel. No. (216)524-2934
		c. Cell No.
d. Address (street, city, state ZIP code) 7708 COMMERCE PARK OVAL CLEVELAND, OH 44131	e. Employer Representative	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) CLEVELAND, OH
i. Type of Establishment (factory, nursing home, hotel) Printing	j. Principal Product or Service Decals	k. Number of workers at dispute location 25

1 The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2013, the above-named Employer discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity of discussing working conditions.

## 3 Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Tel. No.

(b) (6), (b) (7)(C)

## 4c. Cell No.

## 4d. Fax No.

## 4e. e-Mail

## 5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6 DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

## Tel. No.

(b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) AN  
INDIVIDUAL

## Office, if any, Cell No.

(signature of representative or person filing charge)

Print Name and Title

## Fax No.

Address (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C)

Date: Nov 8, 2013

e-Mail  
(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD

Case

DO NOT WRITE IN THIS SPACE

Date Filed

CHARGE AGAINST EMPLOYER

08-CA-117317

11/19/13

## INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

ARCELOR MITTAL INC.

b. Tel. No.

(216)429-6953

c. Cell No.

d. Address (street, city, state ZIP code)

3036 Eggers Ave, Cleveland, OH 44105

e. Employer Representative

MARK KOVACH

f. Fax No.

g. e-Mail

h. Dispute Location (City and State)

Cleveland, OH

i. Type of Establishment (factory, nursing home, hotel)

factory

j. Principal Product or Service

steel coils and coating

k. Number of workers at dispute location

1400

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above named Employer, by its officers, agents and representatives, issued a written warning to employee (b) (6), (b) (7)(C) because of (b) (6) membership and activities in behalf of the Union and/or because (b) (6) filed a charge with the National Labor Relations Board.

On or about (b) (6), (b) (7)(C) 2013, the above named Employer, by its officers, agents and representatives, issued a written warning and (b) (6), (b) (7)(C) suspension to employee (b) (6), (b) (7)(C) because of (b) (6) membership and activities in behalf of the Union and/or because (b) (6) filed a charge with the National Labor Relations Board.

On or about (b) (6), (b) (7)(C) 2013, the above named Employer, by its officers, agents and representatives, issued a written warning and (b) (6), (b) (7)(C) suspension to employee (b) (6), (b) (7)(C) because of (b) (6) membership and activities in behalf of the Union and/or because (b) (6) filed a charge with the National Labor Relations Board.

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, terminated its employee (b) (6), (b) (7)(C) because of (b) (6) membership and activities in behalf of the Union and/or because (b) (6) filed a charge with the National Labor Relations Board.

By the acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agent and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

(signature of (b) (6), (b) (7)(C) or person making charge)

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) An Individual Office, if any, Cell No.

Print Name and Title (b) (6), (b) (7)(C)

Fax No.

Date: Nov 18 2013

e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
 PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-117471	11/20/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer DECO, Inc.		b. Tel. No. (216) 522-7511 or 3159
		c. Cell No. (419) 351-9028
d. Address (street, city, state ZIP code) 1240 East Ninth Street, Rm 787 Cleveland, OH 44199	e. Employer Representative Bruce Bennett, Assistant Contract Manager	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Cleveland, OH
i. Type of Establishment (factory, nursing home, hotel) guard service	j. Principal Product or Service Federal Building Security	k. Number of workers at dispute location 200

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about (b) (6), (b) (7)(C) 2013, and (b) (6), (b) (7)(C) 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Deco, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act, by terminating an employee for engaging in protected concerted activities, and by denying an employee's request for union representation.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail:	

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

6. DECLARATION I, (b) (6), (b) (7)(C), declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)	
By (b) (6), (b) (7)(C) An individual		Office, if any, Cell No.	
(signature of representative or person making charge)		Fax No.	
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		e-Mail	
Date: 11-20-13			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-09)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**Case  
08-CA-117890Date Filed  
11-27-13**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

DHSC, LLC, d/b/a Affinity Medical Center

b. Tel. No. (330) 832-8761

c. Cell No.

d. Address (Street, city, state, and ZIP code)

875 Eighth Street N.E.  
Massillon, OH 44646

e. Employer Representative

Ron Bleman, CEO

f. Fax No. (330) 830-6927

g. e-Mail

h. Number of workers employed  
225

i. Type of Establishment (factory, mine, wholesaler, etc.)

Acute Care Hospital

j. Identify principal product or service

Healthcare

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) &amp; (5)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment A

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3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
National Nurses Organizing Committee (NNOC)

4a. Address (Street and number, city, state, and ZIP code)

2000 Franklin Street  
Oakland, CA 94612

4b. Tel. No. (510) 273-2200

4c. Cell No.

4d. Fax No. (510) 663-4822

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
AFL-CIO**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

M. Jane Lawhon, Legal Counsel

(Print type name and title or office, if any)

Tel. No. (510) 273-2290

Office, if any, Cell No.  
(510) 715-7065

Fax No. (510) 663-4822

e-Mail

jlawhon@nationalnursesunited.org

Address 2000 Franklin Street, Oakland, CA 94612

11/26/13

(Date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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**Attachment A****Charge against Employer  
DHSC, LLC, d/b/a Affinity Medical Center****By National Nurses Organizing Committee (NNOC)****2. Basis of the Charge:**

Within the past six months, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act by, inter alia, confiscating union materials from employees' mailboxes and threatening to retaliate against employees if they engaged in protected, concerted activities and/or activities in support of NNOC.

Within the past six months, the above-named Employer, by its officers, agents and representatives, has disciplined (b) (6), (b) (7)(C) because of their activities on behalf of the National Nurses Organizing Committee (NNOC), a labor organization, and because they engaged in concerted activities with other employees of the employer for the purpose of collective bargaining and other mutual aid and protection, and in order to discourage support for this labor organization.

Within the past six months, the above-named Employer, by its officers, agents and representatives, has failed and refused to bargain collectively and in good faith with the National Nurses Organizing Committee, a labor organization, selected by a majority of the employees of the Employer in an appropriate unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other terms and conditions of employment by, inter alia:

- unilaterally changing terms and conditions of employment with respect to, inter alia, (1) Implementing the Cerner electronic medical records system, (2) changing the ICU Charge Nurse job description, (3) changing the staffing levels in the ICU, and (4) changing the policy on ICU staff meeting attendance, each without notice to NNOC or providing an opportunity to bargain;
- Imposing discretionary discipline in the form of de facto suspensions and discharges before providing notice to NNOC and an opportunity to bargain;
- Refusing to bargain with NNOC concerning lesser disciplinary sanctions like oral and written warnings and counselings; and
- Refusing to provide information relevant and necessary to NNOC's functioning as the RNs' exclusive bargaining representative.

Within the past six months, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act.

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-118098	12/2/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer  Catholic Health Partners, d/b/a Mercy Regional Medical Center		b. Tel. No. (440)960-4000 (513)639-2805
d. Address (street, city, state ZIP code)  3700 Kolbe Road Lorain, OH 44053  615 Elsinore Place Cincinnati, OH 45202	e. Employer Representative  Carrie Jankowski, Director of Radiology/ER  Aaron Tharpe Associate General Counsel	c. Cell No.
	f. Fax No.	
		g. e-Mail
		h. Dispute Location (City and State)  Lorain, OH
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Medical Services	k. Number of workers at dispute location 300

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), ~~Subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.~~

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) 2013, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by suspending and then terminating (b) (6), (b) (7)(C) employment because of (b) (6), (b) (7)(C) protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) An Individual

(signature or representative or person making charge)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

X 12/2/13

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



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FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYERRECEIVED  
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Case  
08-CA-118456Date Filed  
12/5/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

2013 DEC 5 AM 9:37 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Next Generation Films, Inc. dba Engineered Films	b. Tel. No. 419-884-8150
	c. Cell No.
	f. Fax No. 419-884-8162
d. Address (Street, city, state, and ZIP code) 230 Industrial Ave. Lexington, Ohio 44906	e. Employer Representative Dave Frecka, Owner
	g. e-Mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) factory	j. Identify principal product or service packaging
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On (b) (6), (b) (7)(C) 2013 I was terminated from my position as a full-time (b) (6), (b) (7)(C) I was initially told that I was being terminated because of attendance points. Specifically, (b) (6), (b) (7)(C) alleged that I had 11 points. This was untrue. I had NEVER been absent from work and had only been late twice. I asked for clarification. I went to (b) (6), (b) (7)(C) office and explained that there was no way I could have 11 points. We were interrupted by the (b) (6), (b) (7)(C) of the Company (b) (6), (b) (7)(C) came into (b) (6), (b) (7)(C) office and asked whether (b) (6), (b) (7)(C) had informed me of the "real reason" for my termination. (b) (6), (b) (7)(C) explained that (b) (6), (b) (7)(C) was just getting into that. (b) (6), (b) (7)(C) then accused me of trying to persuade my fellow employees to join a union, to quit their jobs, and/or engage in a walk-off. I admit that, like my co-workers, I had been complaining about wages and had discussed unionization, but most of what they accused me of was untrue. They told me they were going to investigate and would call me. I later learned that I was fired. I was fired for engaging in protected/concerted activity.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u>Sharon Cason-Adams</u> Sharon CASON-ADAMS (signature of representative or person making charge) (Print/type name and title or office, if any) ATTORNEY FOR RICHARD THOMAS ADAMS, LIVING & HOCKENBERRY LLC Address 1929 W. FIFTH AVE., Suite 14, Columbus, Oh. 43212 12/2/13 (date) Tel. No. 614-488-2559 Office, if any, Cell No. 614-488-2053 Fax No. 614-488-2069 e-Mail Sharon@ALHATTORNEYS.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case 08-CA-118525	Date Filed 12/6/13
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**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer R L Lipton Distributing Company of Youngstown		b. Tel. No. 330 629-2337
		c. Cell No.
d. Address (street, city, state, ZIP code) R.L. Lipton Dist Co, LLC 425 Victoria Rd, Suite B Austintown, OH 44515	e. Employer Representative Martin Lipton Walter Kohowski, Oper Management	f. Fax No. 330 629-8726
		g. e-Mail
		h. Number of workers employed Approx. 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse and Distributor	j. Identify principal product or service Beer, Wine and Energy Drinks	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

See attached charge.

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NLRB  
REGION 8

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

Teamsters Local Union No. 377

4a. Address (street and number, city, state, and ZIP code) 1223 Teamster Drive Youngstown, OH 44503	4b. Tel. No. (330) 743-3111
	4c. Cell No.
	4d. Fax No. (330) 74301821
	4e e-Mail

**5. Full name of national or international labor organization of which it is affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

Teamsters Local Union No. 377

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Matt Hurm Matt Hurm, Counsel for the Charging Party  
(signature of representative) (Print/type name and title or office, if any)

Tel. No. (216) 781-3600
Office, if any Cell No.
Fax No. (216) 781-8839
e-Mail Faulkner@fhplaw.com

Address 20445 Emerald Parkway Drive, Suite 210 Cleveland, OH 44135

12-06-13  
(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigations. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



## ALLEGATIONS

At various times from about January 31, 2013 through June 5, 2013, the Employer and the Union met for purposes of negotiating the consolidation of the Employer's operations with Tri County Wholesale Distributorship (Tri County) and the addition of Tri-County employees to the Employer's workforce as it related to wages, hours and other terms and condition of employment. During this time period, the Employer failed and refused to bargain in good faith by making material misrepresentations upon which the Union relied that it did not intend to hire any permanent employees to perform bargaining unit work that could otherwise be performed by former Tri-County employees. The misrepresentation was significant and material to bargaining as seniority rights of the former Tri-County employees was a primary issue during the negotiations and the parties agreed that the former Tri-County employees' seniority would be entailed following unit employees. The parties reached a Memorandum of Understanding concerning the addition of the Tri-County employees to the Employer's workforce as it related to wages, hours and other terms and conditions of employment. Implementation of this Memorandum of Understanding was September 9, 2013.

On or about June 25, 2013, unit employees employed by the Employer went on strike for 12 days. During the strike, the Employer hired two casual employees, (b) (6), (b) (7)(C)

On or before (b) (6), (b) (7)(C) 2013, the Employer converted (b) (6), (b) (7)(C) into full-time employees. This conversion to permanent status of (b) (6), (b) (7)(C) resulted in the loss of seniority rights by the former Tri-County unit employees. The Employer made this conversion of employees to permanent status because of and/or in retaliation for unit employees' strike activities and/or other union activities or protected concerted activities.



Matt Hurm

12-06-13

Date





**DO NOT WRITE IN THIS SPACE**

**Date Filed**  
12-9-13

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

b. Tel. No. 419-255-0070

c. Cell No.

f. Fax No.

e. Employer Representative  
President Bob Huber

g. e-Mail

#### h. Number of workers employed 175 plus

**j. Identify principal product or service**  
**Selling Used Product**

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. **Basis of the Charge** (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(b) (6), (b) (7)(C) complained about special treatment of some employees but not others, more work for some, more hours for some, hours cut for others. Higher numbers given to some employees and having their hours cut in response. We were fighting for equal treatment for ourselves and others because of management in this store. We were Terminated after trying countless times to get the attention of our corporate officers regarding the treatment given to employees by management in this store. (b) (6), (b) (7)(C) had Quit on (b) (6), (b) (7)(C) 2013 due to rude treatment by the assistant manager on Tuesday October 29, 2013. Then H.R put (b) (6), (b) (7)(C) and I on paid leave pending investigation. They fired us for "Malicious and Exaggerated" Claims that if proper investigations were conducted and really looked into would have proven us to have been in Good Faith of what we were saying. (b) (6), (b) (7)(C) and I were terminated on (b) (6), (b) (7)(C) 2013 Via Phone Conference and this was Not up for discussion.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

[illegible]

~~IT INVOLVES THE~~ AND ONE OF OFFICE. IT INVOLVES

Tel No

Office, if any, Cell No.

Fax No. \_\_\_\_\_

e-Mail

(b) (6), (b) (7)(C)

12-5-13  
(date)

**Address**

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case

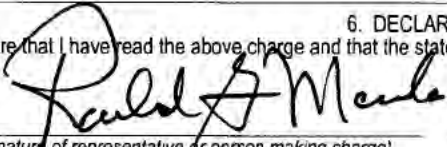
8-CA-118652

Date Filed

12/10/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer National Automotive Parts Association ("NAPA")	b. Tel. No. 330-627-5561
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1233 Lincoln Avenue Carrollton, Ohio 44615	e. Employer Representative David Stanfield, General Manager
	g. e-Mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Distribution Center	j. Identify principal product or service auto parts
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about June 21, 2013, Charged Party, by its officers, agents and representatives, has interfered with, restrained or coerced employees in the exercise of rights guaranteed in Section 7 of the Act. Charging Party, for (b) (6), (b) (7)(C) and on behalf of other employees, criticized and opposed a decision by Charged Party to terminate its parts delivery business by subcontracting that work to a third-party. As a result, Charging Party and two other employees were denied severance benefits when they were permanently laid off by Charged Party. Other employees did receive severance benefits.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) n/a	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By  Attorney for Charging Party (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. 330-493-1570	
Office, if any, Cell No. 330-575-7301	
Fax No. 330-493-7042	
e-Mail rmacala@mgplaborlaw.com	
Address 601 South Main Street, North Canton, Ohio	12/6/2013 (date)

RECEIVED  
DEC 10 2013  
NLRB

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

8-CA-119684

12/27/13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Bescast, Inc.

b. Tel. No. (440) 946-5300

c. Cell No.

f. Fax No. (440) 946-8437

d. Address (Street, city, state, and ZIP code)

4600 East 355th Street  
Willoughby, Ohio 44094-4630

e. Employer Representative

Terri Webb, Human Resources  
Manager

g. e-Mail

h. Number of workers employed  
approx. 80i. Type of Establishment (factory, mine, wholesaler, etc.)  
factoryj. Identify principal product or service  
casting of aerospace parts

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about (b) (6), (b) (7)(C) 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Bescast, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act, by terminating an employee for engaging in protected concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an Individual

(b) (6), (b) (7)(C) (Signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

12/27/13

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)